

AGRICULTURAL ECONOMICS RESEARCH UNIT

LINCOLN COLLEGE

REPORT ON A SURVEY OF FARM LABOUR

IN

PATANGATA COUNTY, HAWKE'S BAY

1965/66

by

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P R E F A C E

This report presents the detailed results of a survey of farm labour in Patangata County, Hawke's Bay, carried out by Mr D. McClatchy of Lincoln College.

The survey was carried out under the auspices of the Department of Agriculture, while Mr McClatchy was a member of the farm advisory staff of that Department.

While the initiative for the work lay with the Agricultural Economics Research Unit, many other people, whose names are listed at the end of the report, assisted in the design of the questionnaire, and in the general planning and execution of the project. Their valuable help is gratefully acknowledged.

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May 1966

A STUDY OF FARM LABOUR

INCORPORATING A SURVEY IN PATANGATA COUNTY

NOVEMBER - DECEMBER 1965

D. McCLATCHY

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A. 1. REASONS FOR THE STUDY:

(a) Over recent years much concern has been publicly voiced about the problem of, what is popularly called, 'the farm labour shortage'.

(b) At the 1965 Waipukurau Farmers' Conference, 30% of farmers who answered a questionnaire claimed that labour difficulties of one sort or another were their main limitation to increasing production.

(c) With the present emphasis on increased production, any work which will lead to a better understanding of any problem standing in the way of the achievement of production targets, should be useful.

(d) The Farm Manpower Working Party of the 1963-64 Agricultural Development Conference expressed, in their report, concern at the present lack of statistical information on Farm Labour in New Zealand, and recommended that more such information be gathered.

(e) On a local level, the recently formed Hawke's Bay Regional Development Committee also seek more information on this problem.

(f) The study would act as a useful pilot preliminary to a nation-wide survey being planned by the Department of Agriculture for 1966-67.

A. 2. AIMS AND SCOPE OF THE STUDY:

There are two main aspects to the study:

(a) To investigate the present pattern of farm labour usage in the county, and any problems associated with it.

For the purposes of this, information was sought with regard to -

(1) The extent of and proportional usage of all the different types of farm labour :

Managerial labour)	Family
Married, Full time)	or Non-Family
Single, Full time)	(no vested interest in farm)

Seasonal and Non-seasonal Casual labour
 Contract labour
 Landgirls
 Wife and family help
 Contribution to general farm work of cowman-gardener.
 -

(2) Ratios of labour inputs to other farm inputs, notably stock. To allow comparison between different farms the different types of labour and stock both had to be reduced to a common unit.

In the case of labour the unit used is the man-day, and is based on an 8 hour day. If women or children were doing the heavier types of work, the number of days has been reduced to bring it down to a man-equivalent basis. When men were working consistently longer than 8 hours, the estimated number of days has similarly been increased accordingly.

Man-days used in the non-stock work of crop cultivation, new grass cultivation, haymaking and cash cropping, have been deducted from the total to bring each farm down to the basis of a

purely grazing proposition. Similarly extra days put into stock work where there was a stud enterprise were deducted.

N.B. Man-days spent in fencing and scrubcutting have not been deducted. This does tend to distort the picture somewhat in the case of those farms actively developing, which put a lot of labour into these jobs.

For stock I have used the concept of ewe-equivalents, based on labour requirements of each of the different classes of stock. This necessitated the construction of a conversion table which was left until after the completion of the survey so that farmers thoughts could direct my own assessment of the comparative labour requirements of the different classes of stock. The table used will be outlined later.

(3) Farmers attitudes to the different types of farm labour available, with particular reference to casual lambing beat labour. Whether labour requirements reached a seasonal peak, or whether the work load appeared to be evenly distributed throughout the year. How the farmer proposed to increase his labour force in the future to keep pace with rising stock numbers.

(4) Labour problems of all types as they exist at present throughout the country.

(b) To investigate full-time jobs for Non-family, Single and Married Men, as they exist in the county at present.

By Non-family Men, I mean men who have no family relationship to the farm ownership, and no vested interest in the property. This excludes farmers' sons for instance.

The difficulties of obtaining and retaining permanent men has been probably the most talked about problem associated with farm labour.

Hodgson (1963) lists the specific aspects of a job that a potential farm worker will take into consideration when sizing it up:

1. Pay.
2. Working and living conditions.
3. Security.
4. Opportunity for advancement.

Similarly it is useful to look at each of these aspects in turn, when investigating possible reasons for farm jobs being unattractive, or when looking for possible ways of making them more attractive. This is what I have attempted in this second part of the study.

Insofar as one can look at one of these factors on its own, while disregarding others, I have confined my attention in particular to the first two - the first fairly fully and the second mainly as it relates to the first. Thus, information has been sought relating to -

- a. Wages, perquisites, and other remunerative extras.
- b. Hours worked and time off, accommodation, social amenities, degree of isolation and so on.

As a corollary to this, I have attempted to compare 'real' wages for married men in farming with their counterparts in a town job of similar skill and non-professional nature, viz. Journeymen carpenters, and Motor-mechanics.

Finally -

While visiting farmers, discussion tended to broaden out and cover all aspects of farm labour employment and its problems. Many farmers had particularly interesting thoughts and observations on aspects outside the limits outlined above. These I have tried to note and include in the report as far as possible, or to tie them up in the conclusion. While not specifically concerned with the immediate scope of study, they are all relevant to the problem in general and certainly worth noting.

This has been by means of a random survey of farms in a specific area and of a specific farming type. Only the employers have been approached for information on the sample farms, and I am under no illusions about the fact that I have only heard one side of the story. On the other hand, I have tried to keep the questions to factual matters as much as possible where the answer is either true or false, and does not lend itself to bias. I do not believe that any of the farmers have deliberately given false information.

It is probably worth noting in this regard, however, that many of the farmers I saw were managers or ex-managers who had come up through the ranks and had an appreciation of both sides of the problem. From these sources, from many employees with whom I have talked outside the scope of the survey, and from my own experience, I hope I have gained an appreciation of the employees' point of view as well.

B. 1. THE SITE OF THE SURVEY.

Of all the possible areas in Hawke's Bay, Patangata County was chosen because it has reasonable uniformity of farming type, but the degree of isolation shows a big variation. As the effect of isolation was to be investigated, both these attributes were very desirable.

The farming type is hill country sheep and cattle grazing, with the exception of a small area in the north-west corner of the County (Patangata riding). Here the country is easy to flat and there are some predominantly dairying and cropping units. Because of this 'contamination', I feel now that this riding should have been excluded.

The County has 430 holdings in all, average size 976 acres. Topography almost throughout is moderate to steep hill country.

B. 2. SELECTION OF SURVEY SAMPLE.

In order to exclude small dairying units, holdings of under 300 acres were excluded from the master list. This left 333 holdings.

A sample of 100 farms (approximately 30%) was chosen from these 333 at random. This was done individually for each riding on a proportional basis to ensure a reasonably even spread of farms throughout the country.

Ridings and numbers chosen were as follows :

<u>Riding</u>	<u>No. Farms - 300 acres in size</u>	<u>Sample Size (and %)</u>
1053 Patangata	31	9
1055 Oero	48	14
1056 Tamumu	26	8
1057 Mangatarata	25	8
1058 Pourerere	34	10
1059 Eparaima	96	29
1060 Porangahau	73	22
	<u>333</u>	<u>100</u>

The sampling was done with the use of Police lottery marbles.

The effort to exclude dairy and mixed-cropping units by taking only farms over 300 acres was not very successful. One mixed dairy-sheep unit, and 3 mixed cropping units came up in the sample.

N.B. This method of sampling from different sized farms has one drawback, which is illustrated in the extreme in the following example -

Assume a County of 10,000 acres with two farms only, one of 1000 acres (Farm A) and one of 9000 acres (Farm B).

Farm A carries	4000	sheep	200	cattle
Farm B "	25000	"	2500	"
County totals	29000	sheep	2700	cattle

Sheep/cattle ratio for Farm A 20.0
Sheep/cattle ratio for Farm B 10.0

2) 30.0

Average sheep/cattle ratio for county = 15.0

but Aggregate sheep/cattle ratio for county = $\frac{29000}{2700} = 10.7$

Obviously any average of farm figures will not represent the true picture on a per acre or per stock unit basis, unless this figure is 'loaded' proportionately to the size of the farm. Such an unloaded average only truly applies per farm manager.

Note also that the sample of labour units is not biased as a man on a 10-man unit has equal chance of being sampled as a man on a 2-man unit. That is, all employees on sampled farms were included in the sample.

B. 3. SURVEY TECHNIQUE USED.

Each farm in the sample was visited personally by myself. Questions asked were as per a standard questionnaire which I filled in in each case. In all cases the man interviewed was the active employer on the farm, whether he was in the capacity of owner-supervisor or manager or both.

An introductory letter (see attached) was first sent to each of the 100 farms - in duplicate where there was known to be an outside manager employed.

This was followed up, 2 or 3 days prior to intended time of visit, with a phone call to confirm farmer's readiness to co-operate and to make an appointment. Where the time suggested was unsuitable to the farmer, another date was chosen, either for the visit or for another phone call. Directions for the visit were obtained on the phone, as was the number of men employed. This latter piece of information allowed suitable time to be allotted for the visit. I endeavoured not to make the schedule too tight but rather allow some time for general discussion - the farmer often had some thoughts of his own and I learnt much from such discussion.

Farm visits extended over November-December 1965. This was a bad time of the year to be visiting farmers on such a project, with shearing in full swing.

In all but three cases the visit was to the farm itself, and in two of these I had a good look at the farm from the road in passing. Time taken per visit varied with the number of men

employed, and the general talkativeness of the farmer himself. Suffice to say that on my two 'best' days I saw 5 farmers, and no one visit took longer than half a day.

B.4. THE QUESTIONNAIRE (see attached)

This was designed to record all the information that was required and some that might be required. It failed, but not to any great extent.

No pilot survey was done to test the questionnaire, with the result that various shortcomings were being realised and modifications made during the survey proper. However, most of these were minor changes, and many deficiencies did not become apparent until most of the visits had been made. Thus while some of the deficiencies would no doubt have been weeded out in a pilot survey, I doubt whether time thus spent would have been justified.

Listed below are the modifications made to the questionnaire in the course of the survey, some criticisms of its construction and some of the questions, and a few suggestions for anyone intending further work along similar lines as this survey :

(Questions are dealt with in order as they appear on the questionnaire sheet.)

A. The Farm

Q. 2B. Categorisation of stock wintered altered to

Ewes
Total Hoggets
Wethers and Killers
Rams
Total Cattle.

In addition farmers were asked here to estimate how much time was spent on cattle work, work with rams, and work with hoggets - the last two on a per head basis relative to time with ewes. To guide with cattle, the time spent feeding hay in the winter was also asked.

Q. 2C. 'Utility Vehicles and Landrovers' interpreted as 'Trucks up to 18 cwt'.

'Motorbikes' was added to the list.

Q. 2D. The object of this question was to establish by how much the farm exceeded, in labour requirements, the needs of a pure grazing unit. Man-days of work in connection with hay-making and carting, cultivation of all types, cash-crop harvesting, and extra work with stud stock was noted here.

The space allowed should have been considerably more.

No attempt was made to convert these enterprises to ewe equivalents (re labour requirements) which automatically wiped Q. 2E.

Q. 3. 'Ownership' was applied to ownership of land, buildings, stock and plant. 'Estate' was added as one of the alternatives.

Q. 4. Under 'Other', allowance was made for contribution of the farmer's wife, if this was significant, and also of secondary school children home on holiday.

Only the portion of the cowman-gardener's work that could be classed as 'general farm work' was included - i.e.

milking, killing, and vegetable growing for cook shop or employees.

Q. 5. 'Cost per Man-Day', and 'Cost per Year', were ignored here, partly because of the larger non-labour portions of many of these charges, and partly because of the difficulties in extracting this information. It is not particularly relevant to the study.

Much more space should have been allowed under 'Cartage' because of the many different types of cartage.

B. ATTITUDES.

Q. 2. This question was excluded. If employing a man, the farmer would not be inclined to admit that he would be prepared to pay him more. If not employing a man, he is unlikely to have given the subject much thought.

Substituted was - "Do you have any sort of labour problem(s) and if so, what?"

Q. 4. As seasonal casual labour for lambing is somewhat different in many respects from other types of seasonal labour, it would have been better to have a separate section for it here.

Q. 5. Also noted were breed, topography, and system of lambing management in many cases.

C. PREVIOUS LABOUR.

Q. 3 & 4. 'Wages when left' not much use with present high rate of inflation.

Q. 7. Education. This was not worth asking - the farmer rarely knew.

A further question here dealing with 'Nos. and ages of children when left' may have been useful.

D. PRESENT EMPLOYMENTS.

Q. 1(d). Not worth asking farmer about men's education.

Q. 1(k) & (l). Also asked here in most cases was Nos. of dogs and horses owned and not used in the job. Especially important to determine if employee has breeding dogs and raises pups as a sideline on free dog tucker.

Q. 2(b). Also asked in connection with wages was "when and how paid?".

In cases where the man was paid by the hour or day the average weekly earnings were noted here.

Q. 2(h). Overtime. The words 'Non-Paid' in the first question, and the word 'Or' in the second question were disregarded.

Also asked here was the understanding with the employee with regard to 'days off'.

Q. 2(j). Spring, summer, autumn, winter disregarded - just 'hours worked normally in non-busy periods'.

'Seasonal Nature of Work' - this omitted - a time consumer, and varies little between farms.

Q. 2(k). Under 'Free grazing for other animals' such things as dog-tucker for non job dogs, and fowl wheat included.

Under 'Free farm car', rather than 'all the time' or 'every so often', just 'miles per week' noted.

Under 'Other' - free freight on bread and provisions included.

Q. 4. No assessment made of 'state of access roads'. Distance to Hastings (or Dannevirke) was also asked.

N.B. The values of the individual perquisites were not totalled on the questionnaire sheet as some had been recorded at farm-value (e.g. meat, dog tucker) and others at town value. Some were just job expenses (dog tucker) and some true perqs (free firewood).

All have been converted to 'town equivalent value' on the master sheets.

B. 5. FARMER CO-OPERATION.

This was extremely good. Only one man out of the 100 chosen declined to co-operate. Thus the effective sample size is of 99 rather than 100, which makes the sample exactly 30% of farms over 300 acres.

Many farmers made time to see me even though they were fairly busy, and most accepted my nominated time of visit.

In order to maintain their goodwill it is vital that an abbreviated copy of this report be sent to each without delay.

C. PATTERN OF FARM LABOUR USAGE IN THE COUNTY

C. 1. BACKGROUND TO THE FARMS.

(a) Structure of the Farm Businesses

Type of Ownership, Land, Buildings, Stock, and Plant	Number of farms and %
Fully Single Ownership	41
{ of these: 34 living on farm. { 5 living off but maintaining an active part-time interest. { 1 true 'absentee'-owner with manager in full control	}
Fully Partnership	2•
Fully Trust	8
Fully Private Company	1•
Fully Estate	8
Partly two or more of above in conjunction	12
	<u>99</u>

25 farms employ an outside manager.

(b) Land Tenure by the active farming interest.

Tenure	No Farms	(%)
Fully Freehold (Fee Simple)	65	(66%)
Fully Crown Lease (of other types)	16	
Fully Private European Lease	3	
Fully Maori Lease	3	
Portions Freehold plus 1 or more of other types	12	
	<u>99</u>	

(c) Average Farm Size (by acres)

Total acres in the survey sample	110,480
Average acreage of farm	1116
Total effective acres - (land used for stock - excludes homestead, plantations, difficult faces, rivers, thick scrub and bush)	105,700
Average effective acres	1,068
% Land unused for stock enterprise	4.3% (or roughly 50 acs. per farm)

(d) Motorised Plant Carried (96 farms)

	Total Nos.	Approx. Av. No. per Farm
Wheel Tractors	73	$\frac{3}{4}$
Crawler Tractors	51	$\frac{1}{2}$
Trucks - 18 cwt	52	$\frac{1}{2}$
Trucks up to 18 cwt.	27	$\frac{1}{4}$
Motorbikes	15 (Many more on order)	1/6

(e) Ewe Numbers - average size of ewe flock (98 farms).

Total breeding ewes 212,000
Average flock size 2,160
Or roughly 2 breeding ewes per effective acre.

C. 2. PATTERN OF USAGE OF PERMANENT FULL-TIME LABOUR.

(a) Size of Farms in terms of full-time labour units :

	<u>No. of Farms (and %)</u>
1 - man units	42
2 - " "	33
3 - " "	12
4 - " "	9
5 - " "	1
6 - " "	2
	<u>99</u>

However, roughly $\frac{1}{3}$ of these farms were able to employ another "part man-year" by various means :

	<u>No. of Cases</u>
Semi-retired owner living off farm	4
" " " " on "	4
Considerable dependence on wife and family help	8
Group-casual labour	5
Student labour (summer vacation)	3
Cowman-gardener helping with general farm work	2
Labour borrowed from another enterprise owned	6
Casual labour for lambing beat	4

(b) Non-Managerial Full-time Labour employed at present :
(includes vacancies)

	<u>Owner's Family</u>	<u>Non-Family</u>	<u>Total</u>
Married Men	12	41	53
Single Men	17	25	42
Landgirls	2	-	2
	<u>31</u>	<u>66</u>	<u>97</u>

The 66 non-family men were employed by 45 employers.

In addition 10 farmers indicated that they had employed this type of (non-family) full-time labour within the last 5 years. Their reasons for not doing so now :

1. Members of own family have since filled the position -
3 cases.
2. Fed up with the uncertainty in employing single labour, and the drawbacks of having to cook for such men. Married men either too expensive or no accommodation -
6 cases
3. Replaced by increased use of casual labour under a group-casual scheme
- 1 case.

(c) Positions for Inexperienced Single Men who require instruction and training in the basic farming skills e.g. a boy fresh from school.

7 farmers indicated that they had a position currently for an inexperienced single man (other than their own sons).

while 5 more indicated that with their present planned expansion in the next few years they would be thinking of taking on such inexperienced men, even should they only stay for 12 months and then move on for further experience.

10 farmers were prepared to employ a semi-experienced single man, or alternatively, an inexperienced man provided there was a good likelihood of his staying for 3 or more years.

The rest were interested only in experienced men, and some were quite emphatic on this point.

(d) Pattern of Employment with Distance from Waipukurau-Waipawa (whichever town is the nearest).

This excludes vacancies.

	<u>Under 10 ml</u>	<u>10-19 ml</u>	<u>20-29 ml</u>	<u>30+ ml</u>
Married Men	11	12	12	4
Single Men	1	5	13	2

(e) Jobs Investigated.

39 married men - being the 41 non-family employments above less 2 vacancies.

(The other 2 vacancies include 1 for a new position and one where a single man is at present substituting).

21 single men - being the 25 non family employments above less 4 vacancies. (The other two vacancies being for new positions).

C. 3. EXISTING FULL-TIME VACANCIES.

(a) Existing Vacancies.

	<u>Number</u>	<u>% of Existing Jobs</u>	<u>of which are vacancies for new positions</u>
Married Men	4	10%	
Single Men	6	25%	2
Total	10	15%	3

(b) Occurrence of Vacancies with Distance from Waipukurau-Waipawa.

<u>Vacancies</u>	<u>0-9 ml</u>	<u>10-19 ml</u>	<u>20-29 ml</u>	<u>30+ ml</u>
Married Men	1	1	1	1 = 4
Single Men	-	1	3	2 = 6

<u>(c) Length of Time Vacancy has Existed.</u>	<u>Single Men</u>	<u>Married Men</u>
Less than 1 month	-	3 cases
3 months	-	1 case
More than 6 months	-	2 cases
	<u>6</u>	<u>1 case</u>
	<u>4</u>	<u>10</u>

(However in 2 of the 4 cases where the vacancy has existed for some time, the man concerned does not seem to be particularly worried or very active in trying to fill the vacancy.)

C. 4. MOVEMENT OF NON-FAMILY, FULL-TIME LABOUR IN LAST 5 YEARS -
(1961, 62, 63, 64, 65)

Farmers who had employed this type of labour at all in the last 5 years were asked certain basic details as per Questionnaire Sheet C.

Of the 45 present and 10 previous such employers - full information about past employees was obtained from 42, 4 were either not asked or unable to supply the information, 1 could not give a complete list and 9 had had no turnover (in 5 of these cases the position had not existed for the full 5 years, in 4 it had).

In all, a record was made of 99 movements of individuals on 43 farms in the last 5 years, including 46 single and 53 married men.

(a) Length of Stay in Job and Rate of Turnover.

1. Single Men

Of the 46 movements recorded -

28 (60%) had stayed not longer than 12 months.

18 (40%) had stayed longer than 12 months.

Only 1 man had stayed longer than 5 years.

The Length of Stay did not appear to decrease significantly with the Isolation of the farm.

N.B. I have used the concept of "effective miles to town" here. To get this I have doubled the unsealed milage and added it to the sealed milage. This allows for greater 'real' isolation where the access is by metal roads.

<u>Effective miles</u>	40+	5	2	3	3	1
from <u>Waipukurau-</u>	30-39	10	4	3	2	1
<u>Waipawa</u>	20-29	3	2	4	-	-
	10-19	-	2	2	-	-
	0-9	-	-	-	-	-
	0-6 mths	7-12 mths	1-2yrs	2-5yrs	5yrs	
		Time in Job				

An analysis of the Rate of Turnover in 5 years for 16 farmers employing single men yields the following. (Where the position has existed for less than 5 years the rate has been corrected to a 5 yr basis.)

<u>% Turnover per 5 yrs</u>	0-9	10-19	20-29	30-39	40+	Total
1000	1		1		1	3
500		1				1
400				1	2	3
300		1			2	3
200				1		1
150		1	1			2
100					1	1
50			1			1
0				1		1
	0-9	10-19	20-29	30-39	40+	16
	Effective miles to Town					

The median rate of turnover is 15% which would represent a change roughly every $3\frac{1}{2}$ years. It will be noted that this is considerably longer than the average length of term of stay, but it must be remembered that included in this table are farms which have had no turnover. However, some of the difference, as will be shown shortly, reflects the fact that replacements are not always immediate.

No evidence exists here for a significant trend to a higher rate of turnover with isolation.

However, there would appear to be a greater difficulty in filling vacancies in the remoter areas. Shown here is a summation of the total length of time that positions have existed (to nearest $\frac{1}{2}$ year) compared to the total time for which they have been filled, for farms of varying isolation (same 16 employers):

<u>Effective Miles</u>	<u>0-9</u>	<u>10-19</u>	<u>20-29</u>	<u>30-39</u>	<u>40+</u>
Time Jobs existed (yrs)	$2\frac{1}{2}$	$12\frac{1}{2}$	$7\frac{1}{2}$	$10\frac{1}{2}$	$36\frac{1}{2}$
Time for which Jobs filled (yrs)	$2\frac{1}{2}$	$12\frac{1}{2}$	$6\frac{1}{2}$	$9\frac{1}{2}$	$26\frac{1}{2}$
Difference %	0	0	$13\frac{1}{2}$	$9\frac{1}{2}$	27

Thus it would seem that the uncertainty element in employing single men is definitely greater in the more isolated areas.

2. Married Men

In this case 53 movements were recorded:

- 16 (30%) Had stayed in the job not longer than 12 months.
- 31 (59%) Had stayed longer than 1 year but not longer than 5 years.
- 6 (11%) Had stayed longer than 5 years.

Once again there did not appear to be any relationship between length of stay and distance from town.

<u>Length of Stay</u>	<u>0-6 mths</u>	<u>7-12 mths</u>	<u>1-2 yrs</u>	<u>2-5 yrs</u>	<u>5 yrs</u>	
Effective Miles	40+	-	-	1	-	1
	30-39	1	2	4	4	1
	20-29	1	2	2	2	-
	10-19	3	3	4	6	2
	0-9	3	1	6	2	2

A similar analysis as for single men, comparing the rate of turnover with degree of isolation, was done for the 30 employers of married men.

Again there was no evidence that this rate increased with distance. There was, if anything, a tendency the other way in this case.

<u>Effective Miles</u>	<u>0-9</u>	<u>10-19</u>	<u>20-29</u>	<u>30-39</u>	<u>40+</u>	<u>Total</u>
% Turnover per 5 years	0	1	2	1	1	7
	50	1	-	-	1	2
	100	1	-	1	2	6
	150	1	1	-	-	2
	200	1	2	2	-	6
	300	1	2	1	-	4
	400	1	1	-	1	3
						30

This time the median was between 100% and 150% which corresponds to a change every 4 to 4½ years.

(b) Original Source of those men in jobs now, and who have left in the last 5 years.

Source	No. of those left in last 5 years	No. of those employed now	Total	%
School	6	3	9	6
Another farm job	65	45	110	70
Ancillary agricultural work (esp. contracting)	9	5	14	9
Town job	18	6	24	15
Not available	1	1	2	1
Total	<u>99</u>	<u>60</u>	<u>159</u>	<u>101</u>

N.B. I have included freezing works and truck driving as Town Jobs, rather than ancillary agricultural jobs; that is, jobs where farming skills can neither be derived or used, I have called Town Jobs.

Ancillary agricultural work I have reserved in the main for contract shearing and fencing and such like.

(c) Destination of those leaving farm jobs in the last 5 years.

Destination	Number (and %)
Another Farm Job	60
Ancillary Agricultural Work	10
Town Job or overseas	26
Retired	1
Not available	2
	<u>99</u>

N.B. 22 of these 99 had 'Farm Job' neither as their source or destination. That is they had 'dabbled' in farm work to the extent of one job.

Thus of the 34 who had not come from another farm, only 12 stayed in farming after this (possibly their first) farm job. This is not to say that they did not or will not come back into farm work at some later stage.

Of the 6 who came from school to farming, 3 went to a town job after their first farm job.

(d) Probable Reasons for Leaving the Job.

Listed here are the employers' honest, but not necessarily correct, opinions. Many farmers emphasised that they were by no means sure on this point.

Main Reason	Number of Cases
Further experience	8
Didn't like farm work or its long term prospects	4
Not needed - plenty of notice given	5
Dismissed	24
Job promotion (including transition single to married man)	16
Wife pressure, social considerations	9
Lack of secondary education facilities	9
Better money	8
Retired	1
Other or Unknown	<u>15</u> <u>99</u>

However, perhaps more relevant and interesting is a breakdown of the probable reasons in the cases of men who left farming with at least two jobs experience to go to a different job.

Firstly for all those who came from a farm but did not go to a farm job :

Probable Reason for Leaving	No. of Cases	
	Married Men	Single Men
Lack of secondary education facilities	3	-
Better money	-	3
Social considerations, wife pressure	3	-
Retire	1	-
Dismissed	-	1
Other or Unknown	3	4
	<u>10</u>	<u>+ 8 = 18</u>

Note that in only 1 case here was the man dismissed, and in that case there was an element of not being needed as well as not being liked.

The next table is slightly different in that it shows the probable reasons for leaving for those men with greater than 3 years' experience in farm work and who did not go on to another farm job. In this case none of the men in question were dismissed.

Probable Reason	Years of Farm Experience		
	3-10 yrs	10 yrs	Total
Lack of secondary education facilities	2	3	5
Better money	1	1	2
Social, Wife Pressure	2	3	5
Retire	-	1	1
Dismissed	-	-	-
Other or Unknown	5	1	6
	<u>10</u>	<u>9</u>	<u>19</u>

In those cases where the locality of the new job was known, most were noticed to be a net distance nearer town than the job they had left. This applied particularly for the remoter areas but is only to be expected here as the average distance of all jobs offering would naturally be nearer town if the job being left was of greater than average isolation.

However, there does seem to be a tendency for young men to take their first job fairly well out and gradually move nearer town as they get older, though there are several exceptions to this case.

Of the 9 cases of boys going to a farm straight from school, 8 were to farms more than 20 effective miles from town and 3 to farms more than 30 effective miles out.

C. 5. PATTERN OF USAGE OF TOTAL FARM LABOUR.

I have already outlined (Section A.2 a(2)) how total labour input in terms of man days was estimated for each farm and then adjusted to the basis of pure grazing unit by deducting man-days spent on cropping, haymaking and so on. This has allowed comparison of labour/stock input ratios between farms.

Here is a summary of the figures for 96 farms. The dairying unit and two of the mixed cropping units have been excluded, the

work load in these cases being too different to allow reasonable adjustment or comparison.

	Total Man-Days for Sample Farms	Average per Farm (Man-Days)	% of Total Labour
Permanent Labour (includes full-time and group-casual)	54,350	565	76
Outside Labour (other casual & contract)	17,410	181	24
TOTAL LABOUR	71,760	746	100
Less 'Other Enterprise' labour	2,540	25	3
Comparative Total Labour (handling stock)	69,220	721	97

The proportion of Permanent Labour to Outside Labour, shown in the aggregate above to be 3:1 varied in practice from 1.2 : 1 up to 36:1, and tended to be a good indication of whether the unit was 'overloaded' with permanent labour. This may occur, for example, where the farmer's son has come home to work on the home property which is really only of 1 or $1\frac{1}{2}$ man unit size.

It is important to realise that the proportions as set out in the table above show the aggregate picture, but individual farms showed considerable variation on this mean.

(b) The Stock Carried.

All classes of stock have been arbitrarily converted to ewe-equivalents in terms of their labour requirements. This necessitated the construction of a conversion table which is outlined below.

Farmers' estimation of the labour-time demands of the different types of animal varied considerably. However the following table based on the average of these, and my own calculations, will, I hope, come close to the true picture.

The biggest difficulty was with cattle - work load per head varying considerably with total numbers run, and extent of hay feeding, not to mention the class of cattle. Nevertheless the overall labour requirement with cattle is low so that a greater level of error can be absorbed here without too much affecting the whole. For this same reason only total cattle numbers were taken.

Ewe-equivalent (labour) Conversion Table

Class of Stock	E.E. ^L per head
Breeding ewe	1.0
Hogget	0.67 ($\frac{2}{3}$)
Ram	1.0 (except where specifically stated that no feet trouble - e.g. some coastal areas - then 0.67)
Wethers and Killers	0.25 ($\frac{1}{4}$)
Cattle	1.0 e.g. when sheep: varies ↑ (and ↓ low absolute cattle nos.) 2.0 e.g. when sheep: (and high absolute cattle nos.)
	cattle = 10:1 and no hayfed. ↓ cattle = 40:1 and hay fed for 2 months.

Using this table then :

Total Labour-Ewe-Equivalents carried on the 96 sample farms	282,475
Average EE ^L per Farm	2,942
Thus the aggregate labour/stock ratio is $\frac{282,475}{69,220} = 4.08$	labour-ewe-equivalents/man-day.

The following table shows how this intensity of labour input per stock unit varies throughout the 96 sample farms :

<u>Stock Units per Man-day</u>	<u>No. of farms</u>
2.0 - 2.5	3
2.5 - 3.0	10
3.0 - 3.5	17
3.5 - 4.0	18
4.0 - 4.5	18
4.5 - 5.0	14
5.0 - 5.5	13
5.5 - 6.0	1
6.0 - 6.5	1
6.5 - 7.0	0
7.0 - 7.5	1
	<u>96</u>

It will be seen that there is considerable variation in this 'intensity' of labour input between different individual farms.

A lower ratio above indicates more development (primarily fencing) work being done, or a more intensive use of labour, or both.

In connection with this subject, as will be shown later, the farmers attitude to ewes numbers per man at lambing time varied to a similar degree.

(c.) Group Labour.

Six farmers in the sample employed approximately 620 man-days of group labour in the year.

In only 2 of these cases was the man or men employed permanently by 2 or more farms, and directed from farm to farm as required, as in the original true "Group Labour Scheme". And in both these cases all the farms concerned were under the same ownership so that these were really special cases.

The other 4 cases are examples of what I would call group-casual schemes, involving (but not of necessity) one man who works on a casual basis between 3 or 4 farms in one area. The degree to which he is his own boss and plans his own work, or is negotiated for at any one time between the farmers concerned, varies. Also does the extent to which he is obliged to work just within a particular closed 'group' of farmers or move outside this group. However, even in the case where complete freedom existed, the man seemed to have developed allegiance to the farms concerned, and there was a mutual understanding that he would stay with them and that they would keep him fully employed.

In one case the man was on 'first call' to the farmer in whose house he was living, and worked around about at his own discretion when not required on the 'home' farm. In the three other cases,

covering 2 men, the man concerned lived in his own home in town or village, and travelled each day to work, having travelling expenses paid.

Wages were by the hour or the day, or sometimes on contract rates if doing fencing or shearing work.

None of the latter 3 schemes were covered by a written agreement - the understanding was purely verbal.

In the most highly organised of the 3 schemes, where the 3 farmers concerned decided on the deployment of the man, any farmer sick or on holiday or busy with an operation such as dagging, docking and certain stipulated others, got priority on the use of the man. At other times of the year, and for non-seasonal work, the deployment of the labour available was by mutual agreement, and as far as possible each farm employed the man for a total of 4 months throughout the year.

In all cases the farmers concerned were very enthusiastic about the advantages to them and the man employed, with such a system.

(d.) Casual Lambing Labour.

5 farmers employed a man on a casual basis just over the lambing period (in most cases for 6 weeks to 2 months).

Wages tended to be by the day - £3½ to £4 or better - often based on drovers rates, as often the men were in fact drovers.

However in one case an inexperienced man without dogs was employed just to keep an eye on those ewes which were not currently lambing, where a shedding system of lambing management was practised.

There seemed to be very few men available, with suitable experience and dogs, for this type of work.

(e) Neighbour Exchange.

Surprisingly few farmers worked in with their neighbours on a give and take basis, even for the short term seasonal jobs like docking and hay-carting for which this type of labour depended on so much in some other parts of the country.

Even most of the one-man farmers seemed to prefer to be completely independent and get in outside casual labour to help with such jobs if necessary. In the main it was only in the more remote areas, where such casual labour was just not available, that there was any great co-operation between neighbouring farmers to cope with such jobs.

C. 6. PRESENT FARM LABOUR PROBLEMS.

The following table gives a summary of the problems encountered by the farmers that were visited and their frequency with distance from town:

N.B. 'Seasonal-Casual' refers to casual labour employed for such things as lambing, docking, shearing, dipping and dagging.
'Non-Seasonal Casual' - for fencing, scrubcutting.

No. of Farmers	Actual Miles from Waipukurau-Waipawa					Tot. (and %)
	0-9	10-19	20-29	30+		
No problems	15(90%)	20(64%)	16(56%)	16(70%)	67	
Have problems	2	11	12	7	32	
	17	31	28	23	99	

Problems associated with Shortage and Quality of :	Actual Miles from Waipukurau-Waipawa				
	0.9	10.19	20.29	30+	Tot. (4%)
Seasonal-casual/cont-... tract	2	4	2	3	
Non-seasonal casual/ contract	1	4	6	6	
Married, Full-time	1	4	5	-	

Bearing in mind that there are very few employers of full-time labour in the 30+ miles group, problems of getting full-time men, both married and single, would appear to increase with distance.

The same applies to non-seasonal casual workers, who are very short in the more remote areas.

Problems associated with seasonal casual workers would not appear, on the basis of this, to be related to distance from the bigger towns.

C. 7. FARMER ATTITUDES TO SOME ASPECTS OF FARM LABOUR.

(a) To Group Labour.

In asking the farmer this, I pointed out that such labour could not be counted on for lambing, unless farmers in the group staggered the timing of lambing.

However, 36 farmers felt that they would have work for such shared labour to the extent of 3 or 4 months in the year, and were definitely interested. 8 of these preferred that the arrangement should be on more of a casual basis than what is generally understood to be meant by a Group Labour Scheme. 2 stipulated that the man must be experienced.

Of the others, 8 are at present employing a man who is working between a group of farmers, as has already been reported. In only 4 of these cases could the farmers be said to be participating in a truly "group-scheme".

Many farmers felt that if a man was going to be subject to the disadvantages of working for several bosses, he should be, to a certain extent, his own boss. Hence the general preference for a more casual basis for such schemes, as with those few that are now operating.

9 farmers felt that the difficulties of getting co-operation between farmers was completely prohibitive to such a scheme ever functioning effectively in their own districts. Many others would be interested in such a system if they could have first call on the man, but did not like the idea of having to organise their work so as to fit in with other farmers.

In one of the group schemes met with in the survey, and I understand in one or two others that are functioning in the area, some degree of preference on first-call like this exists. Such a priority usually accrues to the farmer who is supplying a house (probably free of rent) to the man.

Of the 63 who would not have any use for such a man, at least 21 were definitely not averse to the idea, but just did not have the need for the extra labour.

(b) Seasonal Peaks in the Work Load - the times of the year when the existing permanent labour force is most extended (though not necessarily to the full) to cope with the work.

12 felt that the work load was pretty well distributed throughout the year. The permanent labour, they considered, could be kept just as busy on non-seasonal work when the seasonal work

The rest said they did have a busier time of the year -

21 put this as 'over lambing',

17 felt that the lambing period was alright but that the pressure came on after lambing for the mob operations of docking, dagging, shearing, dipping and drafting; and for the period of cultivation work if this was done and handled by the permanent labour.

The remainder (49) considered that the busy time started with lambing but extended after lambing over docking in some cases, until after shearing in most cases, and in a few cases until after the January-February sort up.

The following figures show the prevalence with which each main operation was considered to be part of the busy period. (No. of cases)

Work Spread	Lambing	Docking	Cultivation	Dagging & Shearing	Haymaking & Harvest	Dipping & Drafting
Evenly	12	69	46	15	53	6

(c) Seasonal Casual Work.

The assumption was made that for each farmer who had a peak period of labour demand, this period would be limiting (or likely to limit in the future) the numbers of stock that the existing permanent labour force could handle.

Each farmer was asked his attitude towards employing casual labour just over the busy period to cope with extra stock numbers, even if this be high priced, as a more economical alternative to employing another permanent full-time man. This question tended to resolve into 2 parts :

1. attitude to casual lambing labour;
2. attitude to other types of seasonal casual labour.

1. Casual Lambing Labour - As already stated 5 farmers employed a casual man for a lambing beat, or to help with lambing, last season.

20 more indicated that they would do so if they could get a man, though I did not ask what active steps they had taken or intended to take to find such a man. Many seemed at a loss to know where to start looking. 5 of these 20 only wanted a man if he was well experienced and had good dogs, while others said they could do with an inexperienced man to keep an eye on the "not-immediately-lambed-or-lambing" ewes, where some shedding or sorting system was being used over lambing.

10 thought it was a good idea but had no need for it at present.

7 would be interested but not at the present high price - 2 of these pointed out the disturbing effect these high wages could have on the permanent hands who were doing the same job for their normal wages.

19 were against the idea. 2 of these thought that the problem of accommodating such a man was the main drawback in their own case. 3 said they would rather increase their stock numbers with low labour-demanding types of stock (cattle, Perendale ewes) until such time as they could afford to employ another full-time man.

The rest were indecisive.

2. Other Seasonal Casual Labour - for docking, dagging, yard work, hay and harvest.

Many farmers already do employ casual labour to help with docking and in most of these cases it is by arrangement with the shearing gong.

Several had also employed casual labour to help with dagging and fly-crutching.

However very few get men for haymaking or for dipping and yard work in January-February.

At least 6 would employ more of this type of labour if they could get it.

(d) Labour Capacities at Lambing Time.

While the concept of 'labour capacity' is, in general, a more acceptable one for the farmer, what I really tried to get here was the farmer's evaluation of the optimum (economically) labour to ewe ratio at lambing time (under their own system and conditions in an average year).

The answers to this varied considerably and the differences were greater than could be explained away by variations in topography, system of lambing management, and breed.

The answers varied, for instance, from these -

<u>No. of Ewes</u>	<u>Breed</u>	<u>Topography</u>
2500	Romney	Mainly flat
2000	"	Horse country
1750	"	" "
2500	"	" "
1800	"	Easy horse country
2000	"	Steep horse country
2000	"	" "
2000	"	" "
2000	"	" "

to these -

<u>No. of Ewes</u>	<u>Breed</u>	<u>Topography</u>
600	Romney	Horse country
800	"	" "
800	"	Very steep
600	"	Horse country
800	"	Horse country (with much riding)

Some of the comparisons were very interesting in the cases of men who had had experience of two systems or breeds on similar country, or the same system on different types of country.

<u>Equivalent Work Load Numbers</u>	<u>Common Factor</u>
1000 Romney = 2000 Leicester X	Easy hill
1000 " = 1500 "	Mainly flat
1200 " = 3000 Perendale	Horse country
2000 sorted with aid tutting harness = 1500 set stocked	Romney, horse-country
3000 shedding on easy country = 1250 set stocked horse-country	Romney
900 horse country = 2000 flat country	Romney, set stocked.

To many farmers the idea that this ratio could and perhaps should be changed as labour costs change relative to lamb and wool prices is still an alien one. They feel that there is a certain essential job to be done at lambing time (defined partly by humanitarian factors, partly by habit and tradition, and partly by other criteria) which limits the number of ewes a man can look after. Nor do they, in general, hold with the theory that by saving lives at lambing they are allowing hereditary lambing faults to remain in their flock (rather than being culled out by natural forces) and thus are possibly increasing their own work load from one year to the next.

On the other hand there are many who are far more flexible in their outlook on this matter, and feel that as labour costs get relatively higher, then the intensive care at lambing time must become increasingly less justified by any surplus of returns over costs.

However that is not to say that the men with this approach are necessarily the ones with the higher ewe/man ratio as their ideal or vice versa. Many think along these lines but feel that although the cost of labour has risen, the more intensive care is still well worth while. Nor do all farmers fall easily into one category or the other.

And in both categories of thinking does the optimum ratio vary considerably, even after allowing for differences of breed, topography and so on.

D. EXISTING FULL-TIME, NON-FAMILY EMPLOYMENTS -
MARRIED MEN

Included in this category are shepherds, shepherds-general, fencers-general, general hands, and tractor-drivers-general.

Excluded are cowmen-gardeners.

No distinction between these various specialist jobs are made for the purposes of this study. Most men, if not all, working on farms today are expected to help with all types of work. There was nothing to suggest that pure shepherds (if these still exist) earn more or less than general hands today.

D. 1. THE MAN.

As stated previously, 39 employments were recorded. Some account of their distribution has already been given.

1. Ages.

Age Group	15-19	20-24	25-34	35-44	45-54	55+	Total
Numbers	-	4	16	11	6	2	39
%	-	10½	41	28	15½	5	100

2. Ages of Children.

Age Group	Left school	Secondary School	Primary School	Pre-school	Total
Numbers	26	4	37	45	112
%	23	4	33	40	100
Number per year of age	- less than 2		4	8	-

3. Years of Farm Experience (approximate)

Degree of Experience	Less than 12 mnths	1-3 yrs	3-9 yrs	10+ yrs	Tot.
Numbers	1	3	14	21	39
%	2	8	36	54	100

4. Time in Present Job.

Length of Time	0-5 mnths	6-11 mnths	1-2 yrs	2-5yrs	5yrs	Tot.
Numbers	5	8	11	5	10	39
%	13	20	28	13	26	100

The median is thus about 18 months.

5. Reliability.

Excellent	Good	Fair	Too Early to Tell	Tot.
23	10	3	3	39
59	26	8	8	101

6. Resides.

	On Farm	Off Farm	Total	Own Home
Number of Cases	36	3	39	2
%	92	8	100	

The 3 living off the farm are travelling distances of 1 mile, 10 miles (Waipawa) and 12 miles (Porangahau) respectively.

2 group-labour men living in their own homes in towns travel 10 miles (Waipawa) and 4 miles (Porangahau) respectively.

7. Motor Vehicles Owned

Number	% None	Light truck	Car (vintage)				Total
			0-4yrs	5-9yrs	10-19yrs	20+	
2	5	3	4	16	13	2	40
			10	40	33	5	101

It could be said from this that the typical man owns a car 10 years old.

8. Dogs, Horses and Gear Owned.

36 (92%) own one or more dogs which they use in their job. This is generally expected. Average size of pack - 3 dogs.

9 (23%) own horses which they use in the job, though this is not generally expected.

16 (41%) provide their own saddle. This would be expected in the main only on the bigger farms where the man is employed purely as a shepherd. In several of these 16 cases it was not expected as a matter of course.

In many cases the number of dogs allowed was restricted to e.g. 4, for various reasons, the main one being of course to cut down on the cost of dog tucker. In a few (4) cases, and where there is no such restriction the man owns a breeding bitch or bitches, from which he breeds pups as a sideline. The value of the dog tucker used for feeding such non-job dogs constitutes a 'real' perq. of course.

D. 2. JOB CONDITIONS.

1. Written Agreement.

In no case was there a written agreement of any sort. All employments were on the basis of a verbal understanding.

2. The House.

Free houses provided in all but two cases where the man owned his own home in town and travelled.

In all cases the house had an iron roof and in all but 2 cases, wooden sides. The average floor area would be about 1100 sq. ft. Only 5 houses had less than 3 bedrooms. All had septic tank, running water, electricity and electric hot water heating.

13 houses were over 20 years old - that is roughly $\frac{1}{3}$ of the houses were of pre-war construction.

In 2 cases there was no garage and in 5 cases no 'phone connected (though the men still had the use of the employers' 'phone if they wished).

In general the condition of the houses was good, most of the older houses having been recently renovated or modernised to some degree.

3. Duties of Wife.

In only 2 cases was the man's wife cooking for single man or men, and in both these instances she was paid to do so.

4. Overtime.

Longer hours and/or extra days were expected in all cases at busy times, notably lambing and shearing and in some cases at harvest time :

<u>Overtime Expected at -</u>	<u>Number of Cases</u>	<u>% of Total Cases</u>
Lambing	30	77
Docking	9	23
Mustering and mob shifting, }	16	41
Shearing		
Haymaking and Harvest	13	33
Cultivation Work	3	8
Feeding Out	2	5

Only in the cases of those men being paid by the hour was any record kept of actual time involved. Cash payment (at normal rates) was made in these cases and as a small lump sum in two other cases.

However, in 22 cases the employer felt that extra hours and days of overtime were well compensated for by days off later, either as a few days immediately after the busy period, as extra annual holidays, or as odd days spread throughout the year.

Extra work on a contract basis during weekends or weekdays at slack times of the year could have been obtained on the home farm in 15 cases. On the other hand some farmers were very much against their man doing this either on the home farm or on neighbouring farms, on the grounds that he needed the rest on Sunday to work at peak effectiveness for the rest of the week. 5 of the men concerned were already taking advantage of this opportunity on the home farm, while 2 others did extra work on other farms in the district.

5. Normal Hours Worked.

In most - 25 (64%) - cases a 44 hour week was worked in normal times of the year. This is comprised of 8 hours for 5 days and 4 hours on Saturday morning.

In 5 cases a 5-day, 40 hour week was worked.

In 10 cases hours were $8\frac{1}{2}$ or 9 on weekdays and $4\frac{1}{2}$ on Saturdays and these usually included $\frac{1}{2}$ hour for milking a cow before breakfast.

The longest normal week was one of 50 hours, although one of the men on by the hour averaged 60 hours per week.

6. Days Off and Holidays.

Unfortunately nothing was asked about holidays specifically, but I gained the impression that most men received 2 weeks and some longer than this. Some didn't take the holiday normally but were still paid for it.

Statutory holidays are observed strictly on some farms, but I suspect not by any means all.

Most of the farmers concerned were asked about shopping days off. Some gave at least 1 full day off per month, others 2 or 3 half-days. In a few cases these were given as wet days (with the man getting very little notice) but in most cases the man was given days off as he requested them as long as this did not interfere too much with some seasonal work that was going on at the time.

7. Perquisites.

These will be dealt with in Section D. 4.

8. Isolation.

The distances of the jobs from Waipukurau-Waipawa have already been mentioned. Total mileage varied from 0 to 46 miles, and 'effective' mileage from 0 to 61 miles.

This is a long way from a doctor in the case of an emergency. (There is no resident doctor in the County.) For instance, in the instance of advanced pregnancy, in these days when trained midwives tend to be few and far between, and the advantages of having a child in hospital are obvious should any difficulty occur.

From the aspect of more immediate local isolation :

In 10 (26%) cases the house was situated virtually next door to the nearest housewife. However it is important to remember here that in many cases this would be the employer's wife - someone to call in an emergency but perhaps not for a daily chat.

A further 9 (23%) cases were less than 250 yards away from the nearest housewife, while the rest (20 = 52%) were 300 yards to 1 mile away.

Many farmers, especially managers who had had experience as employees, felt that this social aspect of the job was often overlooked. They pointed out the loneliness for a woman with no pre-school children to keep her occupied through the day. It is worth noting here that in the cases of 9 of the 53 married men who left, or were dismissed from their job on a sample farm in the last 5 years, the employer concerned thought that it was mainly the wife's influence and/or the social attractions of life in town that caused the man to leave.

This is tied up with social amenities which are dealt with in the next main section.

9. Opportunity for Wife to Work - when she is in a position to be able to do so.

In 2 cases the man's wife was adding to the total family earnings by cooking for single men.

In 1 case she did light casual work in the district, mainly in woolsheds.

One woman worked in the local telephone exchange, while in 6 other cases the farmer thought he was near enough to town for the wife to travel to a job if she wanted.

In 12 further cases domestic help work was available in the homestead and on neighbouring farms, if wanted. However, I understand such work tends to be regarded as having a flavour of meniality and avoided for social reasons.

This then leaves 17 cases where there is no opportunity of any sort for the man's wife to supplement his earnings by her own efforts, if she was in a position to do so.

29 (74%) cases fall into the last 2 categories.

D. 3. SOCIAL AMENITIES.

1. Mail.

Most farms were on a 5 day per week mail run. 34 (87%) of the married men concerned got their mail 5 days (6 in 3 cases) per week, the rest 3 days per week.

2. Schooling.

(a) Primary.

Most farmers agreed that the primary facilities were very good.

Certainly they were as far as the employee was concerned, as groups of employers were running private subsidised buses where the Education Department buses did not go.

The most isolated child in this respect was 14 miles from a primary school, while in 26 (67%) cases the man's house was within 5 miles of a primary school.

In 30 (77%) cases the primary bus came to the man's gate, or the child was within walking distance (1 mile) of the school. No man was living further than 3 miles from a primary school bus.

(b) Secondary

More farmers blamed poor secondary schooling facilities for their labour difficulties than any other single factor. Secondary buses travelled to the coast on 2 roads only, and Elsthorpe, Kairakau, Long Range, Flemington, Mangaorapa and Wimbleton areas were completely without a secondary service.

However even so, I think the distance to the bus is not the basic problem, but rather how far a child must travel to school, on the bus or off it. All the buses that do run in the County feed into Central Hawke's Bay College at Waipukurau.

A child travelling from Pouherere leaves on the bus at 7.30 a.m. and arrives back at 6 p.m. Porangahau is not quite so bad at 8 a.m. to 5.30 p.m. approximately. However these times do not include the time to travel from farm to bus in the morning and back again at night.

I have spoken to many secondary teachers on this matter and there is no doubt that the rigours of bus travel impair the child's powers of concentration in the classroom, and more still while he is attempting homework at night. Thus no bus traveller is going to perform at school to his full capacity and the further he has to travel, the less benefit will he derive from his 'free education'. For many children of average ability this must mean the difference between passing and failing vital exams. Should country children have to suffer this handicap?

Mr Boyd, headmaster at Porangahau Primary till this year, informed me that only one child travelling on the bus all the way from Porangahau has ever passed School Certificate. One teacher said that he would not consider sending his own children on a bus for further than 10 miles on good, tar-sealed roads.

Many farmers, however, disagree with these views and feel that the problem can be solved with more buses.

Whichever is true, lack of Secondary facilities is certainly a killer as far as married farm labour goes in many areas of the County. The fact that there are only 4 children of Secondary age out of a total of 112 children of the 39 men sampled, surely indicates just how seriously this state of affairs is regarded by married farm labour in the area.

Even if children attend Secondary school for only 2 years, and I feel the average must be higher than this - even for country children - this still only represents 2 children per year of age. The 33 of Primary age would cover 8 years or 4 per year - more than double the number. Those of pre-school age (40) cover only 5 years - 8 per year, or double again.

I suspect that families tend to move to town when the oldest child reaches Secondary age, thus many Primary children (younger brothers and sisters) would move too. This may account for the Primary age population being only half as dense as the pre-school population.

Not for a moment would I suggest that Secondary schooling difficulties are the only reason for the "drift to the towns", but at the same time it does appear to be a, if not the, main one, and also one

which may offer more chance of being overcome than some of the others.

3. Roads.

10 men (25%) live on tar-sealed roads.

Another 15 (39%) were within 5 miles of a sealed road, leaving 14 (36%) more than 5 miles away.

Many farmers were satisfied with the rate at which new sealing was being done. Others felt that the saving in time and car maintenance costs with tar-sealed roads warranted more doing, and that herein lay one of the most practicable ways of making country life more attractive.

Most men expect to own a car today - it tends to be regarded as a necessity, not a luxury. Although very little factual evidence was obtained, many farmers emphasised the high costs of running a car in the country. Most men would run up a considerably higher annual mileage than their counterpart in town and where part of this mileage was done on gravel roads the running costs per mile (especially maintenance and depreciation) are much greater.

In my arbitrary concept of "effective miles" I have equated 1 mile of metal road to 2 miles of tar-sealed road. I know many farmers would put the latter figure higher than this.

4. Halls and Community Activities.

I will just outline the general pattern here.

Districts outside easy travelling distance (say 10 miles) of Waipukurau-Waipawa still have some elements of community life which centres around a Hall, or perhaps the nearest Primary School. Such centres serve as a venue for meetings of such organizations as C.W.I., P.T.A., and often a Social Club. The latter may meet one night per week for cards, indoor bowls and table tennis.

For the sports requiring more facilities (like rugby, cricket, tennis and badminton) one must generally travel to the bigger centres (Elsthorpe, Omakere, Otane, Porangahau) or to the towns. The more established centres may also support a Dog Trial Club, Annual Sports Club, Y.F.C., and Church(es).

I am open to correction, but have gained the impression that, while eligible, the men and their wives rarely belong to F.F. and W.D.F.F. respectively.

Pictures, and Dances in the main, are restricted to Waipukurau-Waipawa. This is where the girls are - young girls rarely stay at home out in the country after leaving school these days.

5. Shops.

With the combination of daily mail run and telephone, local country general store-groceries appear to be becoming redundant. Also as roads and transport both improve, people travel more regularly to the larger towns to take advantage of the service and wider range of choice offered by specialist retailers.

One farmer suggested that the inability to get to a sale in town at short notice represented a real cost for a farm employee's wife.

Nevertheless in general the employers I spoke to did not feel that the distance to shops was a great drawback to country life today with communications facilities as they now are. Nor was there any serious concern about a possible shortage of taverns in the County. Perhaps this would be a good point to re-emphasise that only the employers' attitudes are, in the main, reflected here.

D. 4. TOTAL JOB REMUNERATION.

1. Wage.

The basic wage is a good starting point when looking at the total value of the job to the employee. However by itself it is quite meaningless as a basis of comparison from one farm to another. Some of the most remunerative jobs in real terms had a relatively low basic wage.

In 18 cases I asked how often wages were paid, and in all of these the answer was monthly -

17 regularly at the end of the month

1 when the man asked for them.

In 13 cases wages were paid in the form of a cheque, 3 went directly into a bank account and 2 of the 18 were not asked this.

34 (87%) men earned a weekly wage, 4 were paid by the hour and 1 by the day.

2. Bonus.

An annual bonus was paid in 21 (53%) of cases.

However the value of this varied considerably from £5 up to £250.

In 2 cases this was a straight production bonus based on wool clip (in one case wool poundage and in the other wool grass returns).

In 7 cases the value above a sort of basic minimum adopted, depended solely on the employers assessment of the man's effort through the year.

In 3 cases the success of the season, as well as the man's effort came into consideration in this regard.

In 3 further cases the bonus was virtually a fixed one, set more or less by tradition.

In most cases it was not known how much the man expected for a bonus and whether he expected one at all. But in few instances, it seems, would the man have been able to take a certain bonus for granted when assessing his job.

The time of payment of the bonus was not asked specifically, but I gathered that this was usually at Christmas time, and sometimes after lambing. In many cases the bonus is regarded both by employer and employee as a payment for overtime done over lambing. The payment of the bonus is usually conditional upon the man having stayed at least 12 months.

Several references were made to the fact that bonuses were taxed at secondary employment rates - many thought this unfair, as these rates (4/3 in £1) are higher than what the man would normally be paying. However I find that anyone who has paid a greater rate of tax on secondary income, can fill in a return of income and get a refund of any overpaid tax. Total taxable income is taxed at the one rate finally, whether it be earned in 2 jobs or 1. No one who gets income in the form of a bonus rather than a wage is obliged to pay more tax because of this.

3. Dog Registration and Allowances.

Of the 36 men who owned dogs, 30 (83%) had full registration and hydatid fee (25/-/yr) paid for them and 2 had just the hydatid fee (15/-) paid.

Only 2 farmers said they would pay the cost of dog replace-

4. Saddle Repairs and Maintenance.

16 men supply their own saddles.

One employer pays a saddle allowance of £25 per year.

Six others said they pay the specific costs of saddle re-stuffing and repairs.

5. Life Insurance and Superannuation.

1 man is paid a life insurance premium of 10/- per week.

11 belong to a superannuation scheme by which their weekly contribution (10/- per week in 9 cases, £1 per week in the other 2) is subsidised £1 for £1 by the employer.

Thus 12 (31%) have one or the other.

6. Payments to Wife for Cooking Duties.

This occurred in only 2 cases (and the only ones where the wife was cooking).

In one case the woman was paid £6 per week plus a 3/- per head per meal grocery allowance (cooking for 4).

In the other case £3 per week to cover everything, which, if the 3/- per meal is a fair estimate, leaves nothing (cooking for 1). However with meat and milk excluded I think 30/- per week would easily cover the cost of food for one man.

7. Cash Payments for Overtime.

This occurs just as a matter of course with the 4 men who are paid on an hourly basis. However the rate remains the same.

The man employed by the day gets recognition for extra days, but not necessarily longer hours.

In 2 other cases periods of long hours at haymaking are rewarded with a lump sum payment of £10 without time being kept.

In all other cases, overtime is still expected when needed, but no record is taken of time worked, and no cash remuneration is made, other than as an annual bonus.

8. Extra Contract Work -

done in weekends or in slack periods, on the farm.

5 men were doing this on 3 farms, and earning an average of £100 to £200 extra per year this way.

In these cases the figure has been included as part of the job remuneration.

9. Dog Tucker, etc.

All men with dogs got free dog-tucker.

If for job dogs, this was not counted as a perq. but neither has it been deducted as one of the job expenses later. (The same applies to freight on free milk, and dog registration - in the few cases where these were not paid, their value was deducted from the basic wage, to allow fair comparison.)

However where this free meat, milk etc. is used for non-job dogs (pets or breeding dogs), it has been allowed as a perq. at farm value for want of a town equivalent.

Free fowl wheat was supplied in 4 cases (all wheat growers) and this has been allowed as a perq. at market value. In addition surplus milk was made available for feeding fowls in several cases, but I have not attempted to put a value on this.

Similarly I haven't included the value of grazing for the odd pig, sheep, or pony run. In no case did the man have more than 5 ewes of his own.

10. Firewood etc.

All were supplied with free firewood, cut and stacked in farm time. Estimates of quantity used varied, but in the main were between 2 and 4 cords. These have been allowed as a perq. at town prices.

A reputable city wood merchant advised me that the average family in town would use 2 cords of wood per year plus 3 or 4 bags of coal, at a total cost of £7-£8. I have let this be my guide in valuing the farm perq. in each case.

Free coal was supplied in addition in 4 cases.

11. Transport Allowance, Petrol, Use of Farm Vehicle.

In the 3 cases where the man lives off the farm, petrol is supplied to cover travelling to and from the job. In 1 of these cases full repairs and maintenance expenses for the vehicle were also paid.

5 men were given free petrol as a travel allowance towards travel to town. This averaged about 50 gals per year.

5 others got a straight (non-taxable) travel allowance which varied between 10/- and £1 per week.

In 4 further cases the farm Land-Rover was made available with free fuel for limited private running (less than 10 miles per week averaged in all cases.).

12. Free House.

Supplied in all cases, except the 2 men who lived in their own home in a town.

This has been allowed at town (Hastings) rental value as a perq.

After consultation with a leading Hastings Real Estate agent, who kindly gave me an idea of the range of values to expect, I have put my own value on the house in each case, taking into consideration age, size, style, size of man's family and so on.

The rental allowed averages £5 per week.

13. Free Meat.

Mutton provided in all but 1 case, being one of the men living in town.

In 2 cases the mutton was supplemented by about 10/- worth of free butcher's meat (beef, sausages, etc.) per week.

Most employers had stipulated a restriction on the amount per week when employment had commenced but in only a few cases was this rigidly adhered to in practice.

Quality was hogget, wether or maiden ewe in 32 (82%) cases and ewe in 6 cases.

As a perq. free meat has been allowed at town value. I have taken into account that a man may tend to eat more meat when it is free than he would in town, and also that he would then probably spend more on other proteinaceous foods anyway. A Hastings butcher advised me that most families with 2-3 children would spend 30/- to 40/- per week on meat. These considerations, the quality of the meat, the size of the man's family and so on have controlled the actual value I have allowed in each case.

14. Free Electric Power.

All or part of the man's power bill was paid in 30 (77%) cases.

A restriction applied in 10 of these cases, varying from £10 up to £52 per year, and often to the extent of a guarantee, where such a guarantee system still operates.

In those cases where there was no restriction the value of the free power used tended to be about £1 per week.

At Hastings rates, which are slightly less than those operating in Central Hawke's Bay, I am advised that the average family would use 12/- to 15/- worth of power per week. Once again the family would be more inclined to economise on power when it is paying for its own. However, I have let this figure be my guide when putting a town-equivalent value on this perq.

15. Free Telephone.

Phone rental paid in 30 cases.

In 6 cases there was no telephone connected to the house and in the other 3 he paid his own telephone rental.

The farm value of this perq. varied depending on whether the phone was just an extension from the homestead, and the number of phones on the same line. It was pointed out to me that an extension phone had its drawbacks as far as the man was concerned, and even on a party line there were certain inconveniences which would render a free phone in such cases not as convenient as having one's own single line phone in town. The town rental value for a single phone is £17/year, and for a 5 party line £12 per phone. I have let this figure of £12 be my guide in most cases for a farm phone.

The toll account was also paid in 5 cases. Value or estimated value of this varied from £5 to £12 per year. Where the farm was outside the Waipukurau-Waipawa Exchanges this was halved and allowed as a perq.

16. Free Furniture and Fittings.

There was no case of a free T.V. set being provided but in 3 cases the man shared in the benefits of a private translator erected to facilitate good reception.

A 'fridge' was provided with the house in 12 cases and a washing machine in 3 cases. In several other cases I was told these would have been provided but the man had brought his own.

However where these are provided and used they constitute a true perq. and have been allowed at £15 and £10 per year respectively, based on the cost of owning same.

Carpets were provided in 4 cases. I have not attempted to value these but have allowed a nominal figure of £5 per year. Even if installed they would not constitute a perq. if the man already owned his own.

17. Free Milk.

Was supplied in 21 cases, either bottled or whole, and a restriction applied in only one of these. The quantity used varied considerably with the size of family but tended to average about $\frac{3}{4}$ pint per person per day. No doubt a restriction would soon be applied if the amount used rose to unreasonable proportions.

A cow was supplied in a further 10 cases. Here I have tried to discount the value of the free milk by an amount equivalent to the inconvenience of having to extract it from the cow. In 3 cases the man had chosen to buy his own bottled milk (0, 0 and 4 children respectively) at considerable cost, rather than milk the cow provided. Thus in reducing free milk 'as a cow' to town value, I have deducted 10/- per week from the value of the estimated quantity used,

18. Vegetables and Fruit.

A significant quantity of vegetables and/or fruit was supplied from the homestead or farm garden/orchard in 13 cases. This excludes anything the man himself may grow in his own garden and time.

The annual value of this perq., which more often than not was confined to potatoes, was in only 2 cases greater than £15. These 2 cases also include the value of free groceries provided, which bumped up the total value to £50/£60 per year.

19. Freight on Bread and Provisions.

This has been taken for granted re milk where free bottled milk is provided.

This was not included in the original questionnaire and many farmers were not asked. However these charges were paid in 5 cases, but it is definitely not usual for them to be paid.

20. Total Remuneration at Town Values.

By adding the values of wages and the various extras outlined above, I have arrived at a figure of Total Remuneration in each case, which may be used for comparative purposes.

- N.B. (a) The values of dog registration, dog tucker, and freight on free milk have not been included. Rather they have been assumed to be general, and in any case where they are not provided the basic wage hrs been reduced accordingly.
- (b) In comparing two jobs the "total remuneration" does not tell the full story. Such things as hours worked, differences in transport costs with degree of isolation, experience of the employee, and so on, should also be taken into consideration.
- (c) I have neglected so far the taxation position. With many of the perqs involving non-taxable benefits, some 'real' saving thus accrues from having this benefit as a perq. rather than just an equivalent increase in wages.
For a man with 2 children earning £20 per week of taxable wages and benefits, and £8 per week of non-taxable benefits, total income tax would be about £95. (Assume £885 special exemptions to cover wife, 2 children, life insurance, superannuation.)

Were the full £28 taxable, the income tax would be £185. Thus in this case the taxation saving in having £8 per week in the form of non-taxable benefits is approximately £1.75 per week. Thus the following figures should be regarded as 'pre-tax' figures:

Total Remuneration at Town Values (Married Man).

Showing variation with degree of experience, and degree of isolation. Units - £ per week.

Effective Miles from Town

	0-19 mls	20+ mls
YEARS		
Less than 3 yrs	25.75 24.55 24.3	24.15
No. of cases : 3		No. of cases : 1
Average : 24.9		Average :
Median :		Median :
3-9 years	26.2 22.65 28.35 24.05 28.4 25.55 26.85 29.3	30.0 28.2 28.45 29.0 29.85 23.0
OF FARM		
No. of cases : 8		No. of cases : 6
Average : 26.4		Average : 28.1
Median : 26.5		Median : 28.7
EXPERIENCE		
10+ years	27.65 24.05 20.8 26.45 29.35 29.45 26.8 31.3 29.0 16.1 (lives town)	23.7 31.0 27.15 29.15 28.95 29.05 39.6 30.55 22.35 26.3 34.65
No. of cases : 10		No. of cases : 11
Average : 26.1		Average : 29.3
Median : 27.2		Median : 29.1

The 'real wages' shown above vary considerably, but not very consistently with either degree of isolation or experience of man.

I suspect that real wages for experience of greater and less than 3 years respectively would have been significant had the sample size been big enough to show this.

With the sample size being as small as it is, and with the large variation on the mean that exists, what small relationships do show up in the averages can not be regarded as very significant here.

One would suspect from these figures that any advantage accruing from a man having say 10 or more years experience may tend to be nullified, as far as his job effectiveness goes, by increasing age and decreasing fitness.

Many farmers emphasised that they try to pay a man what he is worth. I think it is here, and perhaps in the length of service and the financial position of the farmer, that may be found the rather more significant causes of variation.

Summing up:

There was a slight tendency towards higher wages with increasing isolation, and with greater experience.

Overall average real wage £27.23 per week.

Average real wage for men with greater than
3 years farm experience - £27.52/week.

Median real wage for men with greater than
3 years farm experience - £28.2/week.

D. 5. REAL REMUNERATION IN FARM WORK v. COMPARABLE TOWN JOBS.

On the basis of the findings as outlined in D.4., I will now compare the average town-equivalent 'real-wage' of £27.5 per week for the married farm worker in this area, with the earnings of his counterpart in similar skilled, non-professional jobs in town, viz Motor Mechanics, and Carpenters.

I will be comparing men with greater than 3 years experience in farm work with journeymen (4-5 years' experience at least) in these trades.

However before this comparison can be made I must first deduct all the extra costs of living associated with living in the country and working in a farm job :

(N.B.: Dog registration, freight on milk and dog tucker have already been deducted.)

- Dog replacement costs and vet. fees.
- Saddle, boots, waterproof clothing :repair and renewal costs.
- Running costs and depreciation on extra mileage per year done by man living in country.
- Extra repairs, maintenance and depreciation costs due to running car on rougher roads.
- Cost of providing for children's secondary education at boarding school.
- Inconvenience and time involved in having to travel long distances to town for business and pleasure.
- Loneliness.
- Lack of social amenities and facilities.
- Loss of potential wife earning with no opportunity for her to work.
- Greater insecurity of the job and especially the home.
- Impossibility of owning and living in own home.
- Freight costs on bread, provisions, and other goods.
- Extra toll calls necessary.
- Drawback of having to work exposed to all weathers.

None of these can be valued precisely - some can be approximated to and others vary so much with the individual that no valuation can be attempted. The latter can only be pointed out to each assessor of a job for his own individual value judgement.

1. The 'Average' Farm Worker.

Married, and with greater than 3 years farm experience.

I will assume that he is 30 years old and has 2 young children.

He works a $5\frac{1}{2}$ day, 44 hour week plus overtime in busy periods.

His 'real' earnings (town value) amount to £27.5 per week, which will probably be made up something like this.

	<u>Per Week</u>
Basic Wage	17.10. 0
Bonus (£25/year)	-.10. 0
Firewood (£10-11/year)	-. 4. 0
Free House	5. 0. 0
Free Meat	2. 0. 0
Free Phone Rental £12-13)	0. 5. 0
Free Milk	0.12. 0
Free Electric Power	0.15. 0
Other (superannuation, travel allowance, veges & fruit, contract overtime, etc.)	<u>0.14. 0</u>
	<u>£27.10. 0</u>

Of this -

The wage	£17.10. 0
+ Bonus	-.10. 0
+ £1 for house	1. 0. .0
+ 10/- to cover milk and provisions	<u>-.10. 0</u>
	<u>say £19.10. 0 is taxable.</u>

Taxation on £19.5 per week (£988), with special exemptions of £885 (wife, 2 children, Life Insurance and Superannuation), would be

Social Security on £884 @ 1/6	£66
Ord. Income Tax on £103	£14
	<u>Total Tax £80</u>

Subtracting this from :

Annual real income @ £27.5/week	£
less	<u>1430</u>
	<u>80</u>
	<u>1350</u>

and adding Child Allowance of 15/- wk. 78

Our 'average' experienced married farm worker is left with £1428 per year

Finally to get the true picture must be deducted from this the job-country costs :

	£
1 pair boots/year + waterproof clothing, etc.	10
Dog replacement @ $\frac{1}{2}$ dog/yr + vet. fees	25
Saddle maintenance and repairs	10
Freight on bread groceries (varies with isolation)	10
Extra tolls (varies with isolation)	5
Extra repairs and maintenance on car, and running costs on extra milage (varies with isolation)	100
Provision for Secondary education costs (10/- per week per child premium on own life endowment policy)	<u>100</u>
	<u>£260</u>

and this does not include many other disadvantages of country life which I cannot hope to value in money terms. On the other hand

country life has some advantages, e.g. to health, which likewise cannot be valued.

Deducting these job/country costs of living -	1428
	less 260
	<u>£1168</u>

A very approximate figure indeed, but the one I will use for comparative purposes.

2. The Average Journeyman Motor-Mechanic.

Data per courtesy of Workshop Foreman in a leading Hastings Motor Service Station.

Journeyman may or may not be a 'certified', or better still an 'A-Grade' Mechanic. Most would be certified.

<u>Wage</u> for average-good Certified Mechanic (40 hour week)	£/week
	£19.10. 0

Overtime: Not a lot of opportunity for this (and employers frown severely on men doing private work) - men would perhaps average every second Saturday morning and £50 overtime in the year. £ 1. 0. 0

Superannuation: A £1 for £1 subsidised scheme - based on $2\frac{1}{2}\%$ of wages for 1st 5 years at least. Firms subsidy: 10. 0

Bonus: say £25 per year (most firms would not average this - a generous figure) 10. 0
£21.10. 0

of which £20. 5. 0 is taxable.

Taxation on £1066 (N.B. special exemptions reduced to £833 - less life insurance as belongs to subsidised superannuation scheme) :

Social Security Tax on £962	£72. 0. 0
Ordinary Income Tax on £233	<u>£31. 0. 0</u>
Total tax	<u>£103. 0. 0</u>
Total Income @ £21.5/week	= £1118
LESS tax	<u>£103</u>
ADD Child Allowances	£1015
Leaves	<u>£ 78</u>
	<u>£1093</u>

Conditions of Job:

Holidays - 2 weeks/year + statutory.

Clothing - 2 sets overalls supplied per year and laundered weekly.

Overtime - paid at time and a half for first 3 hours and double time after that, plus meal allowances as per award.

No outside work in dirty weather.

3. The Average Journeyman Carpenter.

Data by courtesy of a well-established Hastings Builder.

	£/week
Basic Wage: 9/- per hour + 2d tool allowance for 1st 40 hours	18. 6. 8

Overtime - Average 9 hours per week. Paid at x1½ up to 44 hours, then x2 after that.	7. 6. 4
--	---------

Superannuation - Not usual

Bonus - say £5.	- 2. 0
Total	<u>£25. 15. 0</u>

which is all taxable.

Taxation on £1339 (special exemptions £885
again here) will be :

Social Security tax on £1235	£93
Ordinary Income Tax on £454	<u>£61</u>
Total Tax	<u>£154</u>
Total Income at £25.75/week	= £1339
Less Tax	<u>154</u>
	£1185
Add Child Allowances	<u>78</u>
Leaves	<u>£1263</u>

Conditions of Job:

No work in rain.

Dirt money and height money where applicable.

Work rigidly to the clock - 9 hour day.

Transport provided to work site and travel time paid.

Holidays - 2 weeks + statutory.

Summing up these average, rather arbitrary figures then, we have the following comparisons :

	£/year
Married Farm Worker	£1168
Journeyman Motor Mechanic	£1093
Journeyman Carpenter	£1263

On the basis of this bit of evidence, the worth of rewards in farming, after taking all aspects of the job into consideration, which can be reasonably valued, would appear to be pretty much on a par with those offering in comparable jobs in town.

Married men's average wages would not appear to be unjustifiably high, nor would they appear to be lagging behind the general wage level.

The apparently greater real worth of farm jobs when perks are taken into consideration, barely makes up for the added monetary costs associated with this particular job and with living in the country.

However, such generalisation has many dangers, especially when it is based on an average of a set of figures with as much variation as these have. In fact the variation on the average wage in farming would appear to be considerably more than that found in other industries. This could be construed to indicate that practical skill and reliability tends to be more rewarded in farming, and the lack of it more penalised. If this is true, 'real' wage rates and other things being equal, then a more capable person is likely to do better for himself in farming, while a man of low capabilities would be better advised to take on a trade where union pressure kept the minimum up not far below the ruling average wage rate.

E. EXISTING FULL TIME, NON-FAMILY EMPLOYMENTS - SINGLE MEN.

E. 1. THE MAN.

21 Employments were recorded here.

1. Ages.

Age Group	Years						Total
	15-19	20-24	25-34	35-44	45-54	55+	
Numbers	9	8	3	-	-	1	21
%	43	38	14	0	0	5	100

2. Distribution with Effective Distance from Town.

Effective miles to Waipukurau-Waipawa

Number	0-9	10-19	20-29	30-39	40-49	50+	Total
	1	5	-	8	7	-	
%	5	24	0	38	33	-	100

3. Years of Farm Experience (approximately)

less than

Degree of Experience	12 mnths	1-3yrs	3-10yrs	10yrs	Total
	Numbers	1	6	12	2
%		5	29	57	10
					101

4. Time in Present Job.

Length of Time	0-5 mnths	6-11 mnths	1-2yrs	2-5yrs	5yrs	Total
	Numbers	5	7	5	2	
%		24	33	24	10	101
		Median - about 1 year.				

5. Reliability.

Number	Excellent	Good	Fair	Too Early to Tell	Total
	8	9	2	2	
%	38	43	10	10	101

6. Residing.

In all cases on the farm, either in the house (10) or in single men's quarters (11).

7. Motor Vehicles Owned

Number	Car (vintage in years)					Total
	None	0-4	5-9	10-19	20+	
8	2	8	3	-	-	21
%	38	10	38	14	-	100

A much higher proportion here don't own a motor vehicle.
None owned motorbikes.

8. Dogs, Horses and Gear Owned.

17 (81%) own 1 or more job-dogs. Once again this is usually expected.

Average pack size - 3 days.

2 men owned non-job breeding dogs and bred pups.

2 men own horses of their own which they use in the job, and one of these owns 6.

12 (57%) provide their own saddle - same general story as for married men.

E. 2. JOB CONDITIONS.

1. Written Agreement.

Once again no case of this.

2. Accommodation.

All men were kept.

10 (48%) lived in the house with their own room.

11 (52%) lived in quarters and again all had their own room (none shared). The condition of the quarters varied from some very old styles with small single rooms and common shower room, to a brand new concrete block self-contained flat with frigette and stovette in one case. The man in this latter case got his own breakfast.

1 of the 21 men batched completely.

The rest all had meals provided. 12 (57%) ate with the employer's (who in 5 of these cases was a farm manager) family. 2 ate with the cowman gardener and his wife, 2 with a married employee and his wife, and 4 in a cookhouse (married man's wife did cooking).

Of the 11 men living in quarters -

All had electric light and 3 point plug.

10 had running water, septic tank and electric hot water.

1 man washed in the house.

8 had a shower.

Of the 13 men with cars, 9 had garage facilities.

3. Overtime.

A similar situation to that with married men. Expected at busy times in all cases.

Operation	No. of cases where Overtime done at this time	% of Total Cases
Lambing	17	81
Docking	6	29
Mustering for Shearing, etc.	13	62
Hay and harvest	4	19

Time kept and payment made (at normal rates) only for the two men working on an hourly basis. 16 felt that overtime at lambing was well compensated for by days off.

Extra contract work in weekends or slack periods would have been available in 6 cases had the employee sought this. In no cases was he doing so. 3 farmers disapproved of the idea.

4. Normal Hours Worked.

The two men on by the hour worked only a 5 day week.

The rest worked a $5\frac{1}{2}$ day week, and 4 milked a cow on Sunday as well (though they were not always tied to this). One helped milk a herd of cows on Sunday.

11 (52%) worked an 8 hour day, 44 hour week. The rest (8 - 33%)

worked a longer day than 8 hours, the longest being $10\frac{1}{2}$ hours. In these latter cases, a cow before breakfast was generally included.

5. Days-off and Holidays.

A bigger proportion were asked in this case about the story with days off. In 7 of the 8 cases asked three half-days per month were given on the average. In the other - 1 day per month.

6. Isolation.

See distribution with distance table. E.1.(2).

In 8 cases the man had the company of other single men on the same farm; in the other 13 (63%) cases he was the only single employee.

E. 3. SOCIAL AMENITIES.

See mainly Section D.3.

It is interesting to note that in only 2 cases was the farm not on a metal road. Of the other 19 cases, 11 had to travel over 10 plus miles of metal road to get to town (7 more than 15 miles of metal).

To compare with married men 14 (67%) were more than 5 miles from tar seal.

Perhaps the other salient point to re-emphasise here is the distance to go generally for social mixing with young ladies. Opportunities seem to be increasingly more confined to the bigger towns.

E. 4. TOTAL JOB REMUNERATION.

1. Wage.

Again paid monthly in all cases asked, 5 regularly, and in 3 cases 'as requested'.

One man was on by the hour, one by the day, and the rest got a weekly wage.

With far fewer perks, and general uniformity in the type of board offered, one might expect the basic weekly wage to mean more in the case of single men, which it does. However, with a range from £7.5/week up to £18/week, the overall average doesn't really mean much.

2. Bonus.

Paid in 11 (52%) cases.

Production bonus on poundage of wool - 1 case.

Fairly fixed - 1 case.

Partially fixed but varied with man's efforts - 5 cases.

" " " " season - 3 cases.

3. Dog Registration and Allowances.

Registration paid in all cases bar one where dogs owned (17 cases).

Vet. fees paid in 3 cases and a purchase allowance in 1.

4. Saddle Repairs & Maintenance.

12 supply their own saddles.

Costs of saddle repairs paid in 10 cases.

5. Life Insurance and Superannuation.

No life-insurance premiums paid.

Superannuation subsidy of 10/- per week paid in 4 (19%) cases.

6. Overtime and Extra Contract Work.

Overtime paid as cash only in 2 cases of men on by hour and day respectively.

No cases where extra contract work done in spare time.

7. Dog Tucker, etc.

Supplied in all cases where dogs owned.

2 men have breeding bitches and get the perq of free dog tucker and surplus milk for these and their litters.

The man with 6 horses has had 10/- per week allowed as grazing.

8. Transport Allowance, Petrol, Use of Farm Vehicle.

Travel allowance not paid in any case.

Petrol to value of £5 per year in one case.

Use of farm Landrover in 3 cases - average 20 miles per week.

4 who didn't have own transport went to town regularly with the boss.

9. Board and Lodgings.

Full board in Hastings would run at £4½ to £5 per week.

The value allowed has been based on this, reduced accordingly if laundry not done, and if not all meals provided.

All except 1 got free lodging - he pays £2 per week for board out of his wages.

1 man batches, 1 cooks his own breakfast, and the rest are provided with the full three meals per day.

5 have all their laundry done, 2 just the linen.

Of the 14 who do all their own, and 2 who do some of their own - 12 have the use of a washing machine, and 2 are travelling home in weekends and getting their washing done there.

Average town value allowed for board - £4.0/week.

10. Total Remuneration at Town Values.

I have used the same method as for married men: (Units £ per week).

Effective Miles from Town

	<u>0-29 mls</u>	<u>30+ mls.</u>
YEARS OF FARM	Less than 3 years	12.0
		20.0
		17.5
		13.1
No. of cases : 4		No. of cases : 3
Average : 15.7		Average : 15.9
EXPERIENCE	3+ years	18.4
		17.5
		16.0
		12.9
		17.2
		19.5
		21.0
		23.1
		19.5
		15.5
No. of cases : 2		No. of cases : 12
Average : 18.0		Average : 18.0

Once again the smallness of the sample precludes any possibility of drawing very significant conclusions from these figures.

Average 'real' wages do show some rise with level of experience, but not with degree of isolation.

Average 'real' wage for all men with 3 or more years of experience - £18 per week. It is interesting to note that this is well below the figure for married men. Thus there is a "married man's premium" in farming which does not occur in the other trades, and acts distinctly to the disadvantage of the single man in farming.

It is obvious that without going into the same calculations, once the applicable job/country costs are deducted (car expenses £100, dogs and gear expenses £45). The experienced single man in farming is going to be considerably worse off than his counterpart in town.

Without looking at tax, the comparison of real wages is going to look roughly like this :

Farming - £15 per week.

Similar Town Job - £23 per week -

which speaks for itself.

F. SUMMARY AND CONCLUSIONS

F.1 SUMMARY

The 99 sample forms ranged (in terms of the basic permanent and full-time labour complement) from 1-man to 6-man units, with the great bulk (75%) being either 1-man or 2-man units.

(a) Full-time, Non Managerial Labour

1. Pattern of Employment

53 married men, 42 single men, and 2 landgirls employed, - total 97. This includes vacancies.

77% of the married men, 59% of the single men, and 0% of the landgirls (68% of total) came into the "non-family category".

The 66 non-family married and single men were employed by 45 employers.

Of the positions for non-family single men, 7 (28%) could be classed as existing for inexperienced men. (e.g. straight from school) where they received experience and training in the basic farming skills.

The job details for 39 married men and 21 single men were recorded: Of these 60 men:

20% were under 10ml. from Waipukurau - Waipawa
29% were from 10 to 19 ml. from Waipukurau - Waipawa
41% were from 20 to 29 ml. from Waipukurau - Waipawa
10% were from 30 + ml. from Waipukurau - Waipawa

The proportion of single men to married men grew with increasing isolation.

<u>Distance</u>	<u>Single Men as % total Full time (non-family) men</u>
0-9	8%
10-19	30%
20-29	52%
30+	50%

2. Existing Full-time Vacancies

4 for Married Men - or 10% of existing jobs.
6 for single Men - or 25% of existing jobs.

As a proportion of existing jobs the % vacancies increased with isolation:

0-9 mls.	8% of existing jobs
10-19 mls.	11% of existing jobs
20-29 mls.	14% of existing jobs
30+ mls.	33% of existing jobs

n.b. Because of the small sample size here, these percentages can not be regarded as very significant.

4 of these vacancies have existed for more than 1 month, and 3 for more than 6 months. However, in 2 of these 4 cases the employer did not seem very concerned, nor very active in trying to fill the vacancy.

3. Movement of Full-Time Labour over the last 5 years.

a. Single Men

46 men recorded as having moved on.
60% had stayed less than 12 months, and only 2% greater than 5 years.

There was no indication that the length of stay decreased or rate of turnover of the farmers increased, with distance from town.

However, there did appear to be considerably more difficulty in filling vacancies in the remoter areas.

b. Married Men

53 men recorded as having moved on.
30% had stayed less than 12 months, 11% for longer than 5 years.

Length of stay did not decrease, nor rate of turnover increase with distance from town.

The uncertainty element arising from difficulty in filling vacancies did not appear nearly as acute as with single men.

c. Sources and Destinations

Source - % of those in jobs now & that left last 5 years.		Destination % of those that left in last 5 years.
70%	Another Farm Job	61%
15%	Town Job	26%
9%	Agric. Contracting Work	10%
6%	School Retire	1%

Note that Agricultural Contracting work (shearing, fencing, tractor driving, etc.) does not act as a net drain from farm work here.

22% neither came from nor went to another farm job.
50% of those coming from school lasted only 1 job in farm work.

Only 36% of those who did not come from another farm or from agricultural work, went on to a job in either of these 2 categories.

Probable Main Reasons for Leaving Job

Dismissed	24%	
Not needed - plenty of notice	5%	29%
Job promotion	16%	
Further experience	8%	24%
Social considerations	9%	
Schooling considerations	9%	
Better money	8%	
Retired	1%	
Other or unknown	20%	
	<u>100%</u>	

For those with greater experience in farm work, the reasons given were predominantly:

- For married men - lack of secondary school facilities and social considerations (inc. wife pressure)
For single men - better money (meaning greater monetary reward)

(b) Total Labour Usage and Attitudes

As a proportion of total labour input in terms of man-days outside non-permanent non-full-time labour contributed an average of 25%. However, this ratio varied considerably from 3% up to 45%.

Intensity of labour usage, measured in terms of "Labour-Stock-Units" per "stock-man-day", also varied considerably, with a wide modal range.

This variation would appear to be more than what could be explained by differences in -

- a. fencing and development work.
- b. topography.
- c. errors in my estimation adjustment.
- d. breed.
- e. quality of labour.

Similarly ideas of the optimum labour/ewe ratio at lambing time varied considerably more than one would expect from differences in topography, breed, and system of lambing management.

Some men would appear to be forced into a higher than desirable labour usage, by having to employ permanent full-time labour and put up with some wastage, because of the lack of casual labour available at critical times.

Others appear to have a relatively high labour input from choice.

Such variation may reflect differences in basic farming aims and prevalence of non-profit motives, or a lack of available management guidance on such matters, or both.

Group Labour

Usage was not high - only 4 cases of man being shared with other farmers, and all these arrangements were on a more casual basis than is normally understood by a "Group Labour Scheme."

However, these arrangements seemed well suited to the requirements of the particular area, and all farmers concerned were very happy with the system.

36 farmers (over $\frac{1}{3}$) felt that they could and would use 3 - 4 months of this type of labour per year, if it were available.

9 of the others were very pessimistic about the idea of farmer co-operation, and the practicability of such an arrangement.

Casual Lambing Labour

5 employ such labour now, 20 more would "if available." Some of these wanted experienced men with dogs, others didn't.

Most jibbed at the price of such labour, and some pointed out that to employ a man at such high rates tended to be disturbing to other permanent men employed at normal rates over lambing.

Other Seasonal Casual Labour

Employed for docking and dagging mainly.
A definite demand for more in some areas.

Seasonal Labour Requirements.

12 felt that their work load was fairly well spread over the year.

21 put the seasonal peak at just over lambing.

17 - from the end of lambing on over docking, shearing, cultivation and drafting work.

49 included both lambing time and the post-lambing operations listed as included in their busy period.

Overtime was expected from full-time employees over lambing in 77% of cases, and over shearing in 41% of cases.

Labour Problems

The incidence of these tended to increase with isolation.

1 farmer in 3 on the average felt that labour problems of some sort were limiting him.

Problems with Single Full-time, and Non-seasonal Casual labour increased more than the other types with distance from town.

Problems with Seasonal Casual labour did not appear to increase in incidence with isolation.

The proportion of farmers in the 30+ miles bracket who employed permanent full-time labour was considerably lower.

(c) Job Conditions and Remuneration for Full-time Men.

1. The Men

39 married, and 21 single men recorded.

Ages 70% of married men in 25-44 age bracket. Numbers dropped considerably for each 10 year period from 25 years on.

81% of single men under 25 year old.

Children of married men:

Total 112.	(only 4 of these of secondary school age)
Numbers per yr. of age.	- pre-school 8
	primary school 4
	secondary school less than 2

Distance from Wainukarau - Waipawa

54% Married Men under 20 'effective' miles, 70% under 30 effective miles.

71% Single Men over 30 effective miles.

Time in Present Job.

Median for married men about 18 months, but 25% - longer than 5 years.

Single Men - Median about 10 months.

Reliability

Married Men on the whole far more highly regarded in this respect.

Lodging

2 (5%) married men live in own home.

Single Men - approximately half living in detached quarters, and $\frac{1}{2}$ in homestead.

Dogs

90% married, and 81% single men own one or more sheep dogs.

Saddle

40% married and 57% single men providing their own saddle.

2. Job Conditions and Social Amenities

Written Agreement In no cases with either married or single men.

Accommodation

Houses on the whole good - $\frac{2}{3}$ of post war construction, and most of the rest recently renovated. All had electricity, electric hot water, and septic tank.

87% 3 or more bedrooms.

87% Phone connected.

Construction almost wholly wooden with iron roof.

Single Mens Meals

2 (5%) of married mens wives have cooking duties.

1 of single men batches - all rest have meals provided, though 1 gets his own breakfast.

Overtime - expected in all cases at various times predominantly at lambing and/or shearing time. Cash payment made only in those cases where man employed by hour, though many regard the bonus they pay as payment for lambing overtime. Most consider that overtime is well compensated for in time off at other times of the year.

Normal Hours.

Few claimed than men worked very long hours. A 44 hour week, less 2 to 4 half-days off per month, seemed pretty normal, except at peak work periods of the year.

Observance of statutory holidays - no information collected.

Single men - a bigger proportion worked longer hours, largely because of milking duties.

Siting of houses.

Over 50% of married mens houses were isolated to the extent of being greater than 300 yards from the nearest house. In a majority of the remainder of cases the only near house would be the employers, and only rarely did the relationship between employers and employees wives appear close. Thus conditions are predisposing to loneliness for the employees wife in most cases.

63% of single men are the only single employee.

Opportunity for Wife to Work

Nil in most cases, except for domestic work.

Mail

87% get mail 5 days per week.

Primary School Facilities

Quite good in the main.

67% Married Men within 5 miles of primary school.

77% have primary school bus at the gate or are within walking distance of school.

None are greater than 3 miles from a public or privately provided primary bus.

Secondary School Facilities.

Lack of these appears to pose a big problem. This mainly because of a lack of bus service at all in many areas, and the distance travelled in these and in others.

Costs of sending children to boarding school appears to be well beyond the budget of the average married farm worker, unless provision is made in earlier years, or by the employer.

Roads

25% Married, 10% Single Men living on sealed roads.

36% Married, 67% Single Men living greater than 5 miles from sealed roads.

Not very much evidence gathered as to magnitude of extra mileage done annually by those in more isolated areas, and extra running costs per mile on poorer roads.

Social Activities - Usual Picture:

Local hall or primary school - cards and/or indoor bowls and/or table tennis once a week.

C.W.I.

Bigger Centres - Larger game sports, Y.F.C., Dog Trial Club.

Pictures & Dances - Restricted in main to Waipukarau - Waipawa.

Shopping Facilities

Tend to be slowly becoming restricted to larger towns, as communications (roads, telephone, frequency of mail, motor vehicles) all improve. No apparent cause for concern.

3. Remuneration

Basic Wage paid in general monthly at a weekly rate. Varies considerably from man to man with both married and single.

Bonus paid in 50% cases. Size very variable, and degree to which expected by employee also apparently varied widely.

Dogs Registration (and Hydatid Fee) generally paid, but not a replacement allowance, or vet fees.

Saddle and Clothing allowance. Costs of saddle repairs only, and in about 50% of cases.

Superannuation (or Life Insurance Premium) subsidised by employer - 31% married men and 19% single have this now, mainly on 10/- each per week basis.

Extra Contract Work in slack periods and weekends on home farm done by 12% married men, but none of the single men (though available in 30% cases).

Free Dog Tucker supplied in all cases.

A few own bitches and breed pups for sale as a sideline.

Free Firewood supplied in all cases. (i.e. married men.)

Travel Allowance in one form or another paid to 43% of married men, 20% of single.

Accomodation Free house provided in all cases where man living on farm.

One single man paid board out of his wages at £2/wk. Single men generally did their own laundry.

Free Meat Supplied to married men in all cases bar one. If a restriction existed it was generally at or above the level that would otherwise be consumed - i.e. not a 'real' restriction.

Free Electric Power Provided in 77% cases, though here there was quite a severe restriction in a few cases.

'Phone Rental paid by employer in 75% cases, toll account in 12% cases.

'Fridge supplied free in 30% cases.

Free milk (+ frieght where bottled)

Whole milk provided in 53% cases, and a free cow milked in 25% cases.

Frieght on Bread and Provisions - not generally paid by employer.

Appreciable amounts of Vegetables and/or Fruit provided from farm garden in 34% cases.

Total Remuneration (at town values)

This figure is comparable between farms, and gives some idea of total values of perquisites and expenses met (though it excludes the value of dog tucker, dog registration fees, and frieght on bottle milk, which are assumed general for all cases). However this figure must be adjusted before being used for a comparison with other town jobs.

There was much variation in the total both for single and married men. Its relationship for "distance from town", and to "degree of farm experience" of the man was not marked, in either case. In view of the smallness of the sample and the magnitude of variation the small differences in the average figures can not be regarded as very significant.

It is suspected that much more of the variation could be explained in terms of differences in individual capabilities of the men concerned. That is, many farmers aimed to "pay the man what he was worth."

Note that for the average man there is a taxation saving of the order of 30/- to £2 per week in having say $\frac{1}{3}$ of his total reward as "perquisites," rather than as their monetary equivalent.

Average total remuneration figures derived:

Married Men	(total)	£27.25/wk.
Married Men	(with more than 3yrs. farm experience)	£27. 5/wk.
Single Men	(with more than 3yrs. farm experience)	£18. 0/wk.

Comparative Remuneration

(a) Married Men.

From this average total remuneration figure has been deducted £260 p.a., being an estimation of the job and country-living costs associated with farm work that can be easily valued. In addition there are many other costs (and gains) which can not be valued objectively, but will certainly have a bearing of an employees overall evaluation of a job.

The figure arrived at has been used to compare the real earnings of a 30 year old married man (2 young children) with greater than 3 years farm experience with his journeyman counterpart in the two comparable town trades of carpenter and motor mechanic. Overtime earnings, taxation, and child allowance taken into account;

the farm worker is left with £1,170 p.a.
the journeyman carpenter with £1,260 p.a.
and the journeyman mechanic with £1,090 p.a.

On this basis, as far as can be valued, the married farm workers real rewards would appear to be on a par with comparable town trades.

(b) Single Men.

The above analysis was not fully done for single men, but the approximate comparative weekly figures would be;

Farm Work	£15 /wk.
Town Trade	£23 /wk.

which puts the single experienced farmer worker at a considerable disadvantage.

F.2 CONSLUSIONS.

A. BACKGROUND TO TOTAL FARM LABOUR USAGE.

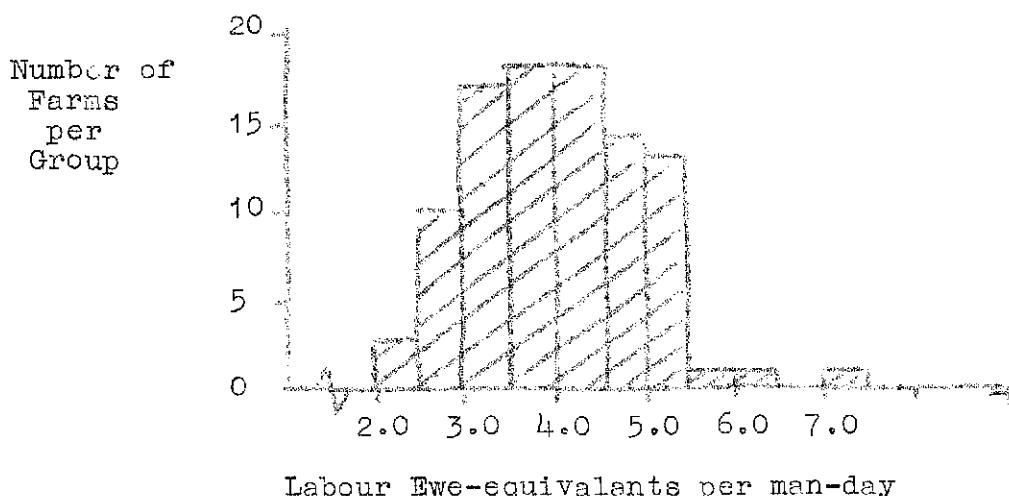
The proportions of the various types of labour used varied considerably from farm to farm. For instance the percentage of 'outside' contract and casual labour used varied from 3% up to 46% of the total labour input in man-days. However this sort of variation is only to be expected, and should offer no cause for alarm.

Of rather more importance however is the wide variation in total labour input per stock unit.

n.b. Man days spent on cultivation, harvesting, or extra stud stock work, have been excluded in this calculation so as to put all farms on a comparable (purely grazing unit" basis.

The standard stock unit used is the "labour ewe-equivalent" based on the labour requirements of the different classes of stock.

The average figure was roughly 4 ewe-equivalents per man day, but the figure for individual farms ranged from just over 2 to just over 7 ewe-equivalents per man day. As illustrated in the following graph the modal range was also quite wide, - in fact 60% of farms were outside the range of 3.5 to 4.5 ewe-equivalents per man day.



Variation in input of labour per stock unit

(Measured in ewe-equivalents per man day)

Farmers estimates of the optimum number of ewes per experienced shepherd at lambing time varied to a similar extent. Much of these variations can of course be put down to differences in topography, breeds, systems of stock management, and quality of labour (and extent to which development work is being done in case of the former.)

What variation remains after such factors have been taken into account must surely reflect either

- (a) differences in the basic farming aims, or
- (b) uncertainty as to what degree of intensity in the use of labour can be economically justified. I think the time is

fast approaching when farm management specialists and advisors are going to be forced to devote more attention to this question of farm labour, rather than shy off it as they have tended to do in the past.

Distribution of Work Load over Time.

A few (12%) farmers considered that their work was pretty evenly distributed throughout the whole year.

However the majority felt that they did have a definite seasonal peak or busy period, inevitably in the spring and early summer. This period varied in length, did not always include lambing, and sometimes extended right on until after Christmas. Nevertheless in most cases it covers a continuously busy period over lambing and docking, followed by shorter busy periods with mustering and dagging for shearing, crop cultivation (if done), lamb drafting and so on, which may or may not merge one into the other. This, very roughly, was the general pattern.

B. SUMMARY OF PROBLEMS BEING ENCOUNTERED.

Approximately $\frac{1}{3}$ of the farmers visited felt that labour problems of one sort or another were inhibiting their farming operations, and the incidence of problems in general tended to become greater the further out from town I went. By "town" I refer here and subsequently to Waipukurau - Waipawa, or in a very few individual cases Dannevirke or Hastings, whichever commercial centre is the nearest.

40% of the problems were associated with difficulties of getting and keeping good full-time labour. 36% were associated with non-seasonal contract/casual labour for jobs like fencing and scrubcutting. Problems in this category were particularly noticeable as being more serious in the more isolated areas. The remaining 26% of problems were to do with seasonal contract/casual labour, - for instance for lambing, for shearing, and short term jobs like docking and deggging.

I will now deal with each of these three classes of labour and their associated problems in turn, dispensing with the last two mentioned above fairly quickly, and spending more time on full-time permanent labour, as this aspect was the main focus of attention in the survey.

(1) Seasonal Casual/Contract Labour.

The need for such extra labour derives from seasonal fluctuations in the work load. One way to overcome problems of this sort is to remove the need for such labour altogether, by ironing out these fluctuations. This is already being done by many farmers in different ways to lessen the lambing work load:-

- Some Substitution of cattle for sheep;
- Some substitution of dry sheep for ewes;
- The use of Cheviot and Leicester X ewes;
- Sorting of ewes for lambing with or without the aid of a tupping harness;
- or just not attempting to shepherd the flock so intensively; to mention the main ones.

The easing of pressure for short term jobs like docking and dagging is not so easy in this way. Contract labour for shearing seems to be in fairly adequate supply throughout the area, except that a few of the smaller farmers complained that they tended to get a raw deal from contractors who would not bother with them until the larger sheds were cut out.

Frankly, with regard to the shortage of men for short term casual jobs like dagging and docking, I see no way out but to adopt the attitude that money talks, and by making it widely known that you are prepared to pay well.

Several farmers were quick to point out to me that high rates of pay to casual men will tend to be upsetting to permanent men engaged in the same work. However, if the value of perquisites are taken into consideration, it will be quickly realised with a bit of thought, that the average married man is earning considerably more per hour worked than the ruling casual rate of 10/-. One would expect to have to pay more to a casual man, who by the nature of his work has to accept the risk of under-full time employment. Thus, on average, I would say that existing casual rates are on the low side.

The use of neighbour exchange help for this type of job was surprisingly uncommon in the area. Most farmers preferred to remain independent of their neighbours. Perhaps there is more scope for such co-operation - it seem to be an obvious way around the problem.

With regard to casual lambing labour, the demand obviously well exceeds the supply. Only five of the farmers employed such a man last season, but 20 more indicated that they would do so if they could get such a man. Some stipulated an experienced man with dog(s), but many claimed that an inexperienced man who could look around the "dries", scout for "casts", and cope with odd jobs, would fit the bill nicely. Understandably drovers, who have traditionally been employed for this type of work, would offer only a very limited supply of men. However, I am assured that it would be feasible for a shearer or fencer to own a dog to use on a lambing beat, and lend to a shepherd friend to be exercised and worked at other times of the year. Thus I am sure such men would become available if the wages offered were attractive enough. However the shortage of such men may also reflect a general unawareness of jobs offering due to lack of contact between the farmer and casual worker.

(2) Non-Seasonal Casual/Contract Labour.

The demand for such labour in this case derives partly from the problem of indivisibility of full-time labour units, which results in the permanent labour force (especially on smaller farms) being frequently very imperfectly matched to the size of the farm in terms of acres or stock numbers; and partly from some job specialisation and the dislike of the permanent labour force in many cases to do certain non-seasonal jobs like fencing and scrubcutting.

The lack of this type of man, especially outside reasonable day travelling distance from the towns, is preventing many farmers from going ahead with basic farm development, and I see it as perhaps the most important problem in the area, from the nation's point of view.

How to get around this problem? Once again there is the option of bribing men in, of course. In looking for a less costly solution however, I myself think that at least in this

area, the sharing of a casual man by a group of farmers, who guarantee him full-time work between them, and provide him with a house, offers the best way around this problem. Several such schemes, organised on a rather, more casual basis than the traditional 'Group Labour Scheme', and which I will refer to as 'Group-Casual Schemes', are in operation in the County. The farmers encountered who were associated with such a scheme were all very enthusiastic about its suitability and practicability. This type of labour is also very useful for the short term seasonal jobs.

4 of the farmers visited were now sharing a casual man with other farmers in this way, and 36 others felt that they could definitely use such shared labour for 3 or 4 months in a year, if it was available. Thus the stage seems set in several areas for one farmer to take the initiative in finding out which of his neighbours would combine with him in advertising such a position.

The house will pose an initial snag, if there is not an empty one available in the district. I suspect that most farmers still do not realise that the State Advances Corporation offers a ready source of finance for farm workers' housing. This source of funds, available through the County Councils, is as far as I know, virtually untapped as yet in this County, and maybe in the whole of Hawkes Bay for that matter.

If a house is to be bought or built, I recommend strongly that it be in an already settled area, and that farmers be prepared to pay travelling time and expenses. I think in planning such a scheme, that it is important to realise from the outset that working for several bosses poses a real disadvantage to a man, and to be prepared to pay a premium on ruling married men's rates to compensate for this.

(3) Full-Time Permanent Men.

The survey has provided further evidence that the drain into town jobs of still fit men at pre-retiring ages is considerable with farm labour. What also becomes apparent, and which was perhaps less well realised before, is that there is a big shifting population in the farm labour force - it is not just a simple matter of many school leavers coming in at one and moving out prematurely but permanently at the other. In fact school leavers were a relatively minor source of new entrants to the industry. While many men obviously do make a vocation of farm work, there would appear to be great numbers who shift in and out of farm work for relatively short spells.

With permanent labour, as with casual, I cannot help feeling that a lot of the difficulty in getting men stems from the poor system of exchange which operates at present, mainly via newspapers and stock firms, which falls a long way short of the ideal situation where both employers and employees would both have full knowledge of and access to the whole range offering on either side of the market. Whether the newly formed 'Farm Information Centre' in Hawkes Bay will effectively improve this state of affairs remains to be seen.

On the basis of this survey, I have concluded that the following are the main effective drawbacks to farm work in this area, as a full-time job; - the reasons why few seem to be

attracted, and why they tend to move out of farming at an early age:

(a) For Married Men -

- (i) Social Consideration
- (ii) Lack of 2^o education facilities.

but not low remuneration.

(b) For Single Men -

- (i) Social Considerations.
- (ii) Low Remuneration.

I realise that this could be dangerous oversimplification. On the other hand I am convinced that could these few drawbacks be rectified the major causes of labour problems would have been removed.

Let me elaborate on these:

a. MARRIED MEN

(i) Social Considerations.

- (a) Of the men who had left farm work for other jobs in the last five years, and who had had experience in farming to the extent of at least three years or two consecutive jobs, approximately $\frac{1}{3}$ were thought by their former employer to have left mainly for social reasons and pressure from their wives.
- (b) Over 50% of married mens houses were isolated by more than 300 yards from the nearest neighbour, which in many of the remaining cases was the employer himself and the only one at all close. I am referring here to the opportunity for daily social contact between women folk, and the nearness of help in the case of emergency.
- (c) There is no resident doctor in the County, but the advantages of being handy to medical care, especially in the case of pregnancies, are more widely appreciated now.
- (d) The population drift to the towns (and from the towns to the larger cities), which has been observed many times, seems to be a definite trend in many countries. While traditionally explained in terms of opportunity for greater economic welfare since the industrial revolution, I suspect that in New Zealand's case this is by no means the full story. Could it also reflect firstly man's essentially gregarious nature, and secondly a higher general level of education now? As a result of the latter we have more leisure time, and more diverse interests and recreations some of which can only be catered for in the larger population centres. As far as the country centres go, the drift effect tends to snowball, for as people leave the social structure is poorer leaving conditions worse for those who stay. For instance there are no regular picture showings now in the County, and very few dances. This was not the case several years ago, and must simply reflect a falling off in the support for such functions in the country districts. I think we must acknowledge that the towns are becoming increasingly attractive (socially) to live in compared with the country.
- (e) There is virtually no opportunity for a married man's wife to work in the country, with the exception of domestic work which is not generally wanted because of its flavour of meniality.

Summing up on this point, which probably boils down to the need for feminine company for a man's wife in most instances, the siting of houses is probably the critical factor. I would only reiterate what many have said before me, that the country village system probably offers the most practical long term solution to this problem. If I was a farmer, and considering building a married men's house, I would put it in the nearest town if within 10 or 12 miles, and failing that beside the nearest primary school, or at the nearest large station, whichever seemed the most appropriate, and would pay the man travelling time and expenses.

(ii) Lack of 2° Education Facilities.

(a) Another $\frac{1}{3}$ of the married men with some experience leaving farming and agricultural work appeared to leave for this main reason.

(b) Of the 112 children of the 39 married men at present employed, only 4 are of 2° school age. If we allow only 2 years at 2° school (and the average would surely be longer than this) this represents 2 children per year of age, while in the pre-school bracket there are 8 children per year of age. This is surely a good indication of what the farm workers themselves think of the situation.

(c) Secondary buses travel on only two roads right to the coast, and feed into central Hawkes Bay College at Waipukurau. Many districts are completely without a 2° bus service. However, even where they do run there is still the serious problem of long distances travelled, which is fatiguing to the child and handicaps his own school efforts. In common with many farmers, and certainly most teachers to whom I have spoken on this matter, I do not think the answer to this 2° school problem is more buses.

(d) The costs of sending a child to a boarding school, which I estimate to be at least £150 per year above keeping him at home even where he qualifies for a £50 boarding bursary, appear to be beyond the budget of most married employees. Remember this means an extra £3 per week per child.

(e) There were many specific instances not covered in the actual survey but quoted to me, of men who had left farming and gone to town for this very reason when their children reached 2° school age.

What then can be done here? I have already indicated that I would rule out the idea of more buses, and I can see no realistic way for the state boarding bursary to be increased significantly without offending the farmer who is just inside the 3 miles limit. Hence, in my view, the necessity for farmer employers to more generally accept responsibility for paying at least part of the boarding costs for secondary age children of their employees (either directly, or from birth in the form of a 10/- per week per child endowment policy premium), and for the Government to concentrate on hostels rather than buses. A five day per week hostel would suffice in many cases.

(iii) Remuneration

The total real remuneration for the average married farm worker, would appear to be on a par with that received in comparable town jobs, and there is no evidence here that low wages are a significant reason for married men leaving farm work.

In the study I have added wages to the town-equivalent values of all perquisites received. The average of these totals was about £28 per week for all men with more than 3 years farming experience, of which wages contributed $\frac{2}{3}$. From this average figure I have deducted an approximate estimate of extra costs associated with a farm job and with living in the country, and have also deducted the tax payable by a man with 2 young children.

This "after-tax net remuneration" figure was also estimated for journeymen in two comparable town jobs, namely Carpenters and Motor-mechanics. The figures in each case, which take into account normal overtime payments, bonuses, and child benefit allowances, are as follows:

Journeymen Motor-mechanic	£1,093 p.a.
Married Farm Worker (> 3 yrs. experience)	£1,168 p.a.
Journeyman carpenter	£1,263 p.a.

Which puts the farm worker in between his two counterparts in these other trades, and gives no evidence that wages on farms are lagging behind, when the value of perquisites are taken into consideration.

This figure does not take into account several other disadvantages (and probably several advantages as well) of living in the country, which cannot possibly be valued in money terms, and vary greatly with the individual. None of the married employers with some experience who had left farm work were thought to have gone for better wages.

b. SINGLE MEN

(i) Social Considerations.

Most farmers assured me that the single man was treated as one of the family, and if he was boarded in the homestead, as he was in 50% of cases, this was usually regarded as an advantage to him. In fact a lot of farmers discounted the possibility on these grounds, and in doing so, I feel, they underestimated two basic needs of a young single man, namely some privacy, and, more important, the company of others of a similar age.

I have already mentioned that single men are relatively more predominant in the more isolated areas - 70% are more than 5 miles off the tar seal, - and most seem to run up fairly high mileages in seeking such company. Pictures, dances, and young ladies are hard to find in the County, and, I am told, one must be prepared to come at least to Waipukurau, and probably to Napier. Better roads and better means of transport make this travelling possible. Rather than disapproving of the habit, surely it is more realistic to accept it, and by a) rapidly improving the remaining rough roads (say to finish them all in 5 years) to cut running and repair costs, and running time; and (b) by paying a non-taxable travelling allowance (even if only a conversion without increase of existing wages) make farm work less unattractive to the single man.

One other suggestion here: That consideration be given to boarding the man out nearer company, either at the nearest big station where a cookhouse still operates, or in the nearest town. About 65% of the single men employed were the only single employee on that farm.

(ii) Low Remuneration.

The 'real' average remuneration was calculated for single men with greater than 3 years experience, as for married men, though the analysis was not taken so far. In fact, it was quite unnecessary to do so as the pre-tax figures of \$15 and £23 per week respectively put the single farm worker at a considerable disadvantage to his town job counterpart.

What it boils down to in fact is that when the value of perquisites are taken into account, there is a considerable "married man's premium" in farm work, which does not apply in the other trades.

This piece of evidence is borne out by former employers of single men who left farming taking with them the benefit of some experience. These farmers gave better wages elsewhere as the probable reason for leaving in more than $\frac{1}{3}$ of cases. In fact it was virtually the only positive reason given, - in all other cases bar one dismissal, the farmer was unsure and the reasons indeterminate.

I have picked out the main points, and neglected to comment on many other important ones like written agreements, wage rate schedule and skill margins, bonuses, and similar specific points. Probably the main omission has been the subject of hourly rather than weekly wages, and the payment of overtime at either normal or special rates.

I have mentioned what I thought could best be done to overcome these major problems, but have not attempted to answer the question. "Should anything be done, by farmers, acting individually or collectively, or by government, to alter the present situation?"

This I leave to you and those who govern to answer.

I would remind you once again that these results apply to a specific area, and care should be taken not to regard them as necessarily significant in other areas, though they may serve as a guide.

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FARM LABOUR QUESTIONNAIRE

Patangata County Survey 1965.

A. THE FARM:

1. NAME of Farmer or Farm Business

2. SIZE of Business - in terms of non-labour inputs -

(a) Land	Total Acres	
	Productive Acres	
(b) Stock wintered	Ewes	
	Ewe hoggets	
	Other dry sheep	
	Cattle	
	Total labour ewe equivalents	
(c) Motorised Plant	Wheel Tractors owned	
	Crawler Tractors owned	
	Utility Vehicles (Landrovers etc)	
	Trucks over 18 cwt.	

(d) Other Enterprises requiring labour other than sheep and beef cattle, e.g. cash crops -

Enterprise	Extent e.g. Acreage	Man-Day Requirements	Labour Ewe Equivalents
Total			

(e) Total Labour Ewe Equivalents for Farm

3. BUSINESS STRUCTURE AND LAND TENURE -

Type of Ownership?	Owner-Operator	Trust
	Absentee Owner	Private Company
	Partnership	Other

Tenure?	Freehold	Crown Lease
	Maori Lease	Private Lease
	Other	

Manager employed?

4. FULL-TIME LABOUR Present Usage -

	Number	Man-Days/Yr
(a) Labour Complement		
Managers (inc co-managers)		
Married Men		
Single Men		
Total Men		
	No. Man-Equivalents	Man-Days/Yr
Other - Land girls		
Group labour		
Cowmen/Gardener		
Total Other		
Total full-time labour (Man and Man-Day Equivalents)		

(b) Group Labour

Are you a member of a group labour scheme?

If so :

Name of scheme

No. of farmers in the scheme

No. of men employed by the scheme

To how many man-days per year are you entitled?

Does the scheme provide a house?

Basis of payment - Normal hours

Overtime

Provision for emergency - flexibility of timetable

(c) Full-time, Non-Family, Non-Managerial, Non-group scheme,
Male Labour -

N.B. Full-time, Non-group scheme - employed all year round on
a permanent basis

Non-family - excludes members (e.g. son daughter, wife,
father, brother) of the employers own family.

For simplicity I will refer to this henceforth as permanent non-family labour -
P.N.F. labour.

P.N.F. labour employed now - Single Men

Married Men

Maximum P.N.F. labour employed at any stage in last 5 years - Single Men

Married Men

5. NON-FULL TIME LABOUR Present usage (Casual/Contract labour)

Do you employ outside contract/casual labour for any of the following?

	Man-days/yr	Cost/man-day	Cost/year
Shearing			
Shed hands			
Crutching			
Shed hands			
 Cultivation			
Hay or Silage making			
Topdressing			
Bulldozer work (tracks, dams)			
 Spraying			
Drainlaying & Ditching			
Cartage (wool, fertilizer)			
 Lambing beat			
Yard work (docking, dipping, drafting)			
Mustering			
 Fencing			
Scrub cutting			
Pole planting			
 Totals			
			(Average)

FARM LABOUR QUESTIONNAIRE

Patangata County Survey 1965

B. ATTITUDES AND INTENTIONS

1. Are you prepared to employ an inexperienced man/men, and give him/them the necessary training on a sort of apprenticeship basis?

Never (i.e. no inexperienced men)

1 man every three years (i.e. 1 semi-experienced man all time)

1 man per year (i.e. 1 inexperienced man all time)

Proportion of permanent labour.

<u>Experienced</u>	<u>Semi-experienced</u>	<u>Inexperienced</u>
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2. What maximum weekly wage would you be prepared to pay an experienced (3 years +) man today?
 (Assume free house, meat and dog tucker)

Married shepherd _____

Single shepherd _____

3. Are you interested in employing group labour - that is sharing a man with other farmers? Yes/No
 Conditional to :

4. Non-full-time labour.

What is your tightest period of the year for supply of labour?

Would you be prepared to employ high priced contract labour over this period?

5. Labour Outputs :

How many ewes do you consider an experienced man can handle satisfactorily at lambing time on your country?

6. P.N.F. Vacancies at present :

<u>£6-8</u>	<u>£8-10</u>	<u>£10-12</u>	<u>£12-14</u>	<u>£14-16</u>	<u>£16-18</u>	<u>£18-20</u>
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Single Men
 (Assume free full board)

<u>£10-12</u>	<u>£12-14</u>	<u>£14-16</u>	<u>£16-18</u>	<u>£18-20</u>	<u>£20-22</u>	<u>£22-24</u>	<u>£24-26</u>
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Married Men
 (Assume free house, meat, dog tucker)

FARM LABOUR QUESTIONNAIRE

Patangata County Survey 1965

C. PREVIOUS LABOUR: (1 per men) (last 5 yrs - where remembered)

1. Age when left
2. Married or Single
3. Wage when left
4. Perks and job conditions when left

5. Original Source : Another farm
 School
 Other employment
6. Original farm experience (years)
7. Education
8. Destination (if known)
 Another farm job Different job
 Locality new job
 Possible reasons for leaving

9. Year when left
Length of time in job

FARM LABOUR QUESTIONNAIRE

PATANGATA COUNTY SURVEY 1965

D. PRESENT EMPLOYMENTS (1 per man)

1. THE MAN

- (a) Age _____
- (b) Married or Single _____
- (c) Number of Children _____
Ages of children _____
- (d) Education : Post-primary years _____
Level reached _____
Higher Education _____
- (e) Experience: Number of years in farm work _____
Farming background if any _____

- (f) Reliability: Excellent Good Fair
- (g) Length of time in present job _____
- (h) Last job or school _____
- (i) Living on or off the farm _____
If 'off' - how far to travel _____ miles
- (j) Does he own his own home _____
- (k) Number of dogs owned _____
- (l) Number of horses owned _____
(and used in job)
- (m) Does he supply his own saddle _____
- (n) Does he own a motor vehicle _____
Model _____
Vintage _____

2. THE JOB

(a) Written Contract

Is there a written agreement? _____

(b) Wage Weekly pre-tax wage _____

(c) Cash Bonuses paid last tax year _____

Basis of payment of bonus (e.g. a certain no. of ewes from which he gets wool and lambs) _____

(d) Reimbursements (note if non-taxable)

Grocery Bill _____ Value _____

Clothing Allowance _____ Value _____

Dog Registration, insurance or replacement
allowance _____ Value _____

Horse & Equipment Allowance _____

Value _____Travel Allowance (e.g. to cover school
transport where no bus, or home to work where
he lives away) __________
Value _____(e) Life Insurance Premium Paid _____(f) Superannuation Contribution Paid _____

Percentage of total contribution _____

Type of fund _____

(g) Payments to Wife for cooking duties, etc. _____(h) Overtime Is non-paid overtime considered to be
one of the accepted conditions of the
job? _____

Or is overtime paid _____

As cash _____ or days off _____

Basis for payment _____
_____Operations when overtime expected _____

Any Basis overtime payment (always paid) _____

SUB-TOTAL CASH REMUNERATION _____

Opportunity for employee to work extra overtime
if he desires _____
_____(i) Contract Work - Opportunity for employee to do
contract work on the farm in slack periods or
after hours (e.g. pole planting).

_____(j) Hours and Nature of Work

Hours worked weekdays Spring _____

Summer _____

Autumn _____

Winter _____

Seasonal nature of work:

Spring _____
 Summer _____
 Autumn _____
 Winter _____

Normal weekend work (except during lambing,
shearing)

Hours worked Sat. _____ Sun. _____

Activities Sat. _____

 Sun. _____

Duties of wife (e.g. cooking for single men) _____

(k) Perquisites

Free Firewood _____ Cut/Uncut _____

If uncut use of farm saw _____

" " " time _____

Value/yr. _____

Free dog tucker _____ Value _____

Free horse grazing _____ Value _____

Free grazing for other animals _____

Value _____

Free Petrol _____ Gals _____ Value _____

Free Farm Car or vehicle for own use -

All their time _____

Every so often _____

Type of Vehicle _____ Value _____

Other _____ Value _____

SUB-TOTAL

4a.

B.F. _____

(MARRIED MEN ONLY)

Free House _____ Rental Value _____

If not free - rent paid _____

Free Meat _____

Amount per week _____

Quality (e.g. 2T Wether) _____
Value _____

Free Electricity _____ Value _____

Free Telephone - Rental _____

Tolls _____
Value _____

Free T.V. Set _____ or T.V. Aerial _____

Value _____

Free Furnishings _____ Rental Value _____

Free Milk - As milk _____

As Cow _____
Value _____

Free Fruit and Vegetables _____

Limited by _____
Value _____

Free Newspaper _____ Value _____

Other _____ Value _____

SUB-TOTAL

TOTAL VALUE PERQUISITES/YR.

TOTAL REMUNERATION

(SINGLE MEN ONLY)

4b.

b.f.

Free Lodging Provided _____

In house _____ Quarters _____
Value _____

Free Laundry _____

Or use of washing machine _____
Value _____

Free Meals Provided _____

Or use of cooking facilities _____
Value _____

Cost board and lodging if not free _____

Other _____ Value _____

SUB-TOTAL _____

TOTAL VALUE OF PERQUISITES _____

TOTAL REMUNERATION _____

(Total non cash (i.e. perqs.) value + cash
remuneration)

3. ACCOMMODATION:

Description of house of quarters

Style _____

Age _____

Floor area _____

No. of rooms _____

Sewerage _____

Electricity _____

Electric hot water _____

Running Water _____

Garage _____

Shower (in case single men) _____

General Remarks _____

4. AMENITIES:

Distance to nearest Primary School _____

" " " " " Bus _____

" " " " Secondary " _____

" " " " " Bus _____

" " " " General Store _____

" " " " Licensed Hotel _____

" " " " Doctor _____

" " " " Post Office _____

" " " " Community Hall _____

" " " " Housewife _____

Mail Frequency _____

Groceries Delivered _____

Telephone Connected _____

Opportunity for wife to work _____

Sporting, Cultural and Social Clubs active in District _____

State of access roads _____

Bitumen _____ miles

Metal _____ miles